

Date: 29-08-2024

To

Manager,  
**National Stock Exchange of India Limited**  
Exchange Plaza, Plot No. C/1, G Block,  
Bandra Kurla Complex- Bandra (E),  
Mumbai-400051

**NSE Symbol: HITECH**

Listing Department,  
**BSE Limited**  
Phiroze Jeejeebhoy Towers, Rotunda  
Building, Dalal Street, Fort  
Mumbai- 400001

**Scrip Code: 543411**

**Subject: Business Responsibility and Sustainability Report for FY 2023-24.**

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for FY 2023-24 in the format as specified by the Securities and Exchange Board of India.

The aforesaid report also forms part of Annual Report of the company for the FY 2023-24 and is available at website of the company viz. [www.hitechpipes.in](http://www.hitechpipes.in).

Kindly take the above information on records and oblige.

Yours truly,

For **HI-TECH PIPES LIMITED**

For **HI-TECH PIPES LIMITED**

**Arun Kumar**  
Company Secretary  
Company Secretary & Compliance Officer

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

[pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Second Amendment Regulation, 2021]

### SECTION A: GENERAL DISCLOSURES

#### I. DETAIL OF LISTED ENTITY

|    |   |   |
|----|---|---|
| 1  | CORPORATE IDENTITY NUMBER (CIN) OF THE LISTED ENTITY  | L27202DL1985PLC019750   |
| 2  | NAME OF LISTED ENTITY   | HI-TECH PIPES LTD   |
| 3  | YEAR OF INCORPORATION   | 1985  |
| 4  | REGISTERED OFFICE ADDRESS   | 505, PEARL OMAXE Tower, Netaji Subhash Place, Pitampura New Delhi DL 110034 IN  |
| 5  | CORPORATE ADDRESS   | 505, PEARL OMAXE Tower, Netaji Subhash Place, Pitampura New Delhi DL 110034   |
| 6  | E-MAIL  | cs@hitechpipes.in   |
| 7  | TELEPHONE   | 011-48440050  |
| 8  | WEBSITE   | www.hitechpipes.in  |
| 9  | FINANCIAL YEAR FOR WHICH REPORTING IS BEING DONE  | Financial Year 2023-24 (01st April 2023 to 31st March 2024)   |
| 10 | NAME OF THE STOCK EXCHANGE(S) WHERE SHARES ARE LISTED   | NSE (National Stock Exchange of India Limited) and BSE Limited  |
| 11 | PAID-UP CAPITAL   | Rs. 14,98,86,000/- (Fourteen Crore, Ninety Eight Lakh, Eighty Six Thousand )  |
| 12 | NAME AND CONTACT DETAILS (TELEPHONE, EMAIL ADDRESS) OF THE PERSON WHO MAY BE CONTACTED IN CASE OF ANY QUERIES ON THE BRSR REPORT  | Name: Mr. Arun Kumar<br>Designation: Company Secretary & Compliance Officer<br>Phone No.: 011-48440050<br>E-mail: cs@hitechpipes.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) | Disclosures made in this report are on a Standalone Basis and pertain only to Hi-Tech Pipes Limited.                                |
| 14 | Name of assurance provider  | NO  |
| 15 | Type of assurance obtained  | N.A.  |

#### II. PRODUCTS/ SERVICES

DETAILS OF BUSINESS ACTIVITIES (ACCOUNTING FOR 90% OF THE TURNOVER)

| S. No. | DESCRIPTION OF MAIN ACTIVITY | DESCRIPTION OF BUSINESS ACTIVITY | % OF TURNOVER OF THE ENTITY |
|--------|------------------------------|----------------------------------|-----------------------------|
| 1      | Manufacturing                | Metal and Metal Products         | 99.95                       |

#### 17 PRODUCT/SERVICES SOLD BY THE ENTITY (ACCOUNTING FOR 90% OF THE ENTITY'S TURNOVER):

| S. NO. | PRODUCT/SERVICE   | NIC CODE | % OF TOTAL TURNOVER CONTRIBUTED |
|--------|---|----------|---------------------------------|
| 1      | Black Hollow Section and Round Pipe / Galvanized Pipes and Pre-Galvanized Pipes Cold Rolled Coils (CR) Flat Steel | 27152    | 99.91%                          |

### III. OPERATIONS

#### 18 NUMBER OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED:

| LOCATION       | NUMBER OF PLANTS | NUMBER OF OFFICES | TOTAL |
|----------------|------------------|-------------------|-------|
| NATIONAL       | 5                | 3                 | 8     |
| INTERNATIONAL* | -                | -                 | -     |

#### 19 MARKETS SERVED BY THE ENTITY:

##### a. NUMBER OF LOCATIONS

| LOCATION                         | NUMBER |
|----------------------------------|--------|
| National (No. of States)         | 17 +   |
| International (No. of Countries) | -      |

##### b. WHAT IS THE CONTRIBUTION OF EXPORTS AS A PERCENTAGE OF THE TOTAL TURNOVER OF THE ENTITY?

Nil

##### c. A BRIEF ON TYPES OF CUSTOMERS

We at Hi-Tech Pipes are immensely proud of our vast customer base, supported by an extensive network of more than 450 Dealers and Distributors, 150+ OEM Customers, 365+ Architects, Builders, & Contractors. We have five strategically placed locations across the country for the manufacturing facilities. Our wide-ranging reach includes ERW Round, Square & Rectangular hollow sections, GI/ GP Pipes, Colled roll coils & strips, GP & GC Sheets, Color coated coils and sheets, Solar torque tubes, and metal beam crash barriers, which have made us the top manufacturer, supplier, providing consumers with unmatched ease and dependability.

Our customers are from various diversified industry sectors across the country .

### IV. EMPLOYEES

#### 20 DETAIL AT THE END OF THE FINANCIAL YEAR: 2023-24

##### 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)            | 115       | 105     | 91.30%  | 10      | 8.70%   |
| 2         | Other than Permanent (E) | NIL       | NIL     | NIL     | NIL     | NIL     |
|           | Total Employees (D+E)    | 115       | 105     | 91.30%  | 10      | 8.70%   |
| WORKERS   |                          |           |         |         |         |         |
| 1         | Permanent (F)            | 410       | 395     | 96.34%  | 15      | 3.66%   |
| 2         | Other than Permanent (G) | 53        | 51      | 96.23%  | 02      | 3.77%   |
|           | Total Employees (F+G)    | 463       | 446     | 96.33%  | 17      | 3.67%   |

b. DIFFERENTLY ABLED EMPLOYEES AND WORKERS:

| S. NO.                             | PARTICULARS                               | TOTAL (A) | MALE    |         | FEMALE  |         |
|------------------------------------|---|-----------|---------|---------|---------|---------|
|                                    |   |           | NO. (B) | % (B/A) | NO. (C) | % (C/A) |
| <b>DIFFERENTLY ABLED EMPLOYEES</b> |   |           |         |         |         |         |
| 1                                  | Permanent (D)                             | NIL       | NIL     | NIL     | NIL     | NIL     |
| 2                                  | Other than Permanent (E)                  | NIL       | NIL     | NIL     | NIL     | NIL     |
|                                    | Total differently-abled employees (D + E) | NIL       | NIL     | NIL     | NIL     | NIL     |
| <b>DIFFERENTLY ABLED WORKERS</b>   |   |           |         |         |         |         |
| 1                                  | Permanent (F)                             | NIL       | NIL     | NIL     | NIL     | NIL     |
| 2                                  | Other than permanent (G)                  | NIL       | NIL     | NIL     | NIL     | NIL     |
|                                    | Total differently-abled workers (F + G)   | NIL       | NIL     | NIL     | NIL     | NIL     |

**21 PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN**

|                           | TOTAL (A) | NO. AND THE PERCENTAGE OF FEMALES |         |
|---------------------------|-----------|-----------------------------------|---------|
|                           |           | NO. (B)                           | % (B/A) |
| Board of Directors        | 7         | 1                                 | 14.29   |
| Key Managerial Personnel* | 5         | 0                                 | 0       |

\*Key Management Personnel (KMP) are Managing Director (MD), Whole Time Director, Chief Financial Officer (CFO), and Company Secretary (CS) as per Section 203 of the Companies Act, 2013.

**22 Turnover rate for permanent employees and workers**

(Disclose trends of past 3 years)

|                     | FY- 2023-24 |          |             | FY- 2022-23 |          |             | FY- 2021-22 |          |             |
|---------------------|-------------|----------|-------------|-------------|----------|-------------|-------------|----------|-------------|
|                     | MALE        | FEMALE   | TOTAL       | MALE        | FEMALE   | TOTAL       | MALE        | FEMALE   | TOTAL       |
| PERMANENT EMPLOYEES | 5<br>4.76%  | 1<br>10% | 6<br>5.22%  | 4<br>3.63%  | 1<br>10% | 5<br>4.54%  | 2<br>2.10%  | 1<br>10% | 3<br>2.85%  |
| PERMANENT WORKERS   | 13<br>3.51% | 1<br>10% | 14<br>3.68% | 11<br>2.97% | 0        | 11<br>2.89% | 12<br>3.47% | 1<br>10% | 13<br>3.66% |

**V. HOLDING, SUBSIDIARY, AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**

**23 Names of holding/subsidiary/associate companies / joint ventures\***

a

| S. NO. | NAME OF THE HOLDING/ SUBSIDIARY/ ASSOCIATE COMPANIES/ JOINT VENTURES (A) | INDICATE WHETHER HOLDING/ SUBSIDIARY/ ASSOCIATE/ JOINT VENTURE | NO. OF SHARES HELD BY THE LISTED ENTITY | DOES THE ENTITY INDICATED AT COLUMN A PARTICIPATE IN THE BUSINESS RESPONSIBILITY INITIATIVES OF THE LISTED ENTITY? (YES/NO) |
|--------|--|--|---|---|
| 1)     | HTL Metal Private Limited  | Subsidiary   | 100%                                    | Yes,  |
| 2)     | HTL Ispat Private Limited  | Subsidiary   | 100%                                    | Yes,  |
| 3)     | Hitech Metalex Private Limited   | Subsidiary   | 100%                                    | Yes,  |

## VI. CSR Details

|    |  |                        |
|----|--|------------------------|
| 24 | (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013. | Yes                    |
|    | (ii) Turnover (in Rs.)   | 2,20,742.20 (in Lacs ) |
|    | (iii) Net Worth (in Rs.)   | 51,561.85 (in Lacs )   |

## VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES

### 25 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| STAKEHOLDERS GROUP FROM WHOM COMPLAINT IS RECEIVED | GRIEVANCE REDRESSAL MECHANISM IN PLACE (YES/ NO)  | FY- 2023-24<br>CURRENT FINANCIAL YEAR      |  |         | FY-2022-23<br>PREVIOUS FINANCIAL YEAR      |  |         |
|--|---|--|--|---------|--|--|---------|
|  |   | NUMBER OF COMPLAINTS FILED DURING THE YEAR | NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR | REMARKS | NUMBER OF COMPLAINTS FILED DURING THE YEAR | NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR | REMARKS |
| COMMUNITIES  | Yes, the Company has formal and informal channels for engaging with the communities. All the community grievances are received through the respective manufacturing site Corporate Affairs Team, which are appropriately addressed through the local and corporate level leadership teams.<br><a href="https://hitechpipes.in/policies/">https://hitechpipes.in/policies/</a> | -  | -  | -       | -  | -  | -       |
| INVESTORS (OTHER THAN SHAREHOLDERS)                | Yes,<br><a href="https://hitechpipes.in/policies/">https://hitechpipes.in/policies/</a>   | Nil  | Nil  | NA      | Nil  | Nil  | NA      |
| SHAREHOLDERS                                       | Yes, the Company has a designated email ID: <a href="mailto:cs@hitechpipes.com">cs@hitechpipes.com</a> for shareholders to enable them to raise their grievances.<br><a href="https://hitechpipes.in/policies/">https://hitechpipes.in/policies/</a>  | Nil  | Nil  | NA      | Nil  | Nil  | NA      |
| EMPLOYEES & WORKERS                                | Yes, all employee grievances are addressed appropriately through multiple channels.<br><a href="https://hitechpipes.in/policies/">https://hitechpipes.in/policies/</a>  | Nil  | Nil  | NA      | Nil  | Nil  | NA      |
| CUSTOMERS  | Yes,<br><a href="https://hitechpipes.in/policies/">https://hitechpipes.in/policies/</a>   | Nil  | Nil  | NA      | Nil  | Nil  | NA      |
| VALUE CHAIN PARTNERS                               | Yes,<br><a href="https://hitechpipes.in/policies/">https://hitechpipes.in/policies/</a>   | -  | -  | -       | -  | -  | -       |
| OTHER (PLEASE SPECIFY)                             | -   | -  | -  | -       | -  | -  | -       |

Hi-Tech strongly emphasises customer service and satisfaction, and we genuinely believe in providing our customers with the best service possible. We strive to minimise the number of customer complaints and grievances through effective service delivery and review mechanisms and by ensuring rapid

resolution. We have set up a formal grievance redressal mechanism. We are dedicated to fostering openness and advancing transparency.

At Hi-Tech, we prioritise customer service and satisfaction, aiming to provide the best service possible and minimise customer complaints. We have established a formal grievance redressal mechanism and adhere to 'Zero Tolerance' policies for non-compliance. Our commitment to high ethical standards and fair working conditions is unwavering.

**26 Overview of the entity's material responsible business conduct issues---**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same and approach to adapt or mitigate the risk along with its financial implications, as per the following format.

| S.NO. | MATERIAL ISSUES IDENTIFIED        | INDICATE WHETHER RISK OR OPPORTUNITY (R/O) | RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY  | IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE   | FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)  |
|-------|-----------------------------------|--|--|--|---|
| 1.    | Governance, Ethics & Transparency | Risk                                       | <p>The business's objectives and principles have been aligned with various industry trends, and we have been able to identify risks.</p> <ol style="list-style-type: none"> <li>1. Help in risk management</li> <li>2. It is essential to enhance long-term value with stakeholders</li> <li>3. Critical in the successful running of the Company</li> </ol> | <p>The Company is committed to conducting business operations in accordance with the highest standards of ethical, moral, and legal conduct. To maintain these standards, the company has formalised the "Code of Conduct" for Directors and employees. This code lays down the principles and standards that govern the actions of the employees in the course of the company's business. It covers all dealings with vendors, customers, and other business partners.</p> <p>The Company contributes to the global environment by complying with ISO Certification, i.e., ISO 9001: 2015, ISO 9001, ISO 45001 and ISO 14001 under the Integrated Management System, in every process of the Company.</p> | <p><b>Positive:</b> Compliance with relevant regulatory requirements reflects the Company's commitment towards Responsible business practices.</p> <p><b>Negative:</b> Noncompliance with regulatory requirements may affect the Company's image and impact its business continuity in the long term.</p> |

| S.NO. | MATERIAL ISSUES IDENTIFIED      | INDICATE WHETHER RISK OR OPPORTUNITY (R/O) | RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY  | IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE   | FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)  |
|-------|---------------------------------|--|--|--|---|
| 2.    | Energy Efficiency of operations | Risk and Opportunity                       | <p><b>Risk:</b><br/>Climate change and environmental risk have recognised energy management as a critical material concern. Climate change and environmental threats are discussed to highlight the Company's ecological awareness and commitment to climate change mitigation plans.</p> <p><b>Opportunity:</b><br/>Comprehensive resource management plans that align with the company's strategy for protecting the environment will emphasise the Company's commitment to enhancing environmental preservation and its contribution to initiatives to mitigate climate change.</p> | The Company concentrates on four critical climate change-related areas: waste minimisation, renewable energy utilisation, water conservation, and energy conservation.   | <p><b>Positive Implications:</b><br/>The Company's emphasis on improving climate change and ESG-specific initiatives bolsters long-term value creation and enables the Company to address growing stakeholder expectations successfully.</p>  |
| 3.    | Human Rights Practices          |  | The Company's performance in the social realm from the perspective of the employee workforce and the community will be impacted by the lack of a comprehensive Human Rights governance structure regarding working conditions, child/forced labour, fair remuneration, gender diversity, prevention of sexual harassment, freedom of association, and collective bargaining.   | The Company respects the human rights of all relevant stakeholders and groups, including communities, consumers, and marginalised communities, both within and outside the workplace. Human rights are recognised and protected by all of the Company's operations and policies, including its interactions with vendors, to preserve the human rights of all of our workers, including their freedom of association, non-discrimination, prohibitions of child and forced labour, and their right to engage in collective bargaining. | <p><b>Positive:</b><br/>The Company's performance in the social realm is enhanced by its comprehensive alignment with the guiding principles of national and international human rights standards, which also demonstrates its commitment to human rights integration inside the company's business strategy.</p> |



| S.NO. | MATERIAL ISSUES IDENTIFIED       | INDICATE WHETHER RISK OR OPPORTUNITY (R/O) | RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY   | IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE   | FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)   |
|-------|----------------------------------|--|---|--|--|
|       | Human Rights Practices           |  |   | It integrates a solid human rights governance framework that considers the freedom of association, human rights, and due diligence across all business operations, especially suppliers and vendors. | <b>Negative:</b><br>The absence of a human rights governance structure could result in employee dissatisfaction, impacting the workforce's productivity and the company's long-term business growth plan. The lack of a robust redressal mechanism may result in non-compliance issues from a relevant regulatory perspective. |
| 4.    | Board Diversity and Independence | Opportunity                                | <b>Opportunity:</b><br>The Company acknowledges and embraces the importance of a diverse Board in its success. We believe that having a truly diverse board will help us to maintain our competitive advantage by leveraging diversity in thought, perspective, knowledge, ability, industry expertise, age, ethnicity, and gender. | Ensure a transparent nomination process for directors with various perspectives, experiences, expertise, skills, and performance excellence.   | <b>Positive:</b><br>Consistent efforts would lead to a positive impact due to improved productivity, etc.  |
| 5.    | Water and Effluent Management    |  | Water availability may become a concern. As a responsible Company, it needs to map and manage the water used across its operations and ensure that the consumption is socially equitable and environmentally sustainable.   | The Company has commissioned state-of-the-art technologies to reduce specific freshwater consumption, maximise recyclability and minimise external discharge.  | Dependency on fresh water, lack of recyclability, and excess discharge may impact future resource availability and the environment.  |



## 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.

| S.NO. | CORE ELEMENT                       | PRINCIPLES   |
|-------|------------------------------------|--|
| P1    | ETHICS & TRANSPAR-ENCY             | BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.             |
| P2    | PRODUCT RESPONSIBILITY             | BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.   |
| P3    | HUMAN RESOURCES                    | BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUD-ING THOSE IN THEIR VALUE CHAINS.                       |
| P4    | RESPONSIVENESS TO THE STAKEHOLDERS | BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TOWARDS ALL THEIR STAKEHOLDERS.   |
| P5    | RESPECT FOR HUMAN RIGHTS           | BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS   |
| P6    | RESPECT & PROTECT ENVIRONMENT      | BUSINESSES SHOULD RESPECT & MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.   |
| P7    | PUBLIC POLICY ADVOCACY             | BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT. |
| P8    | INCLUSIVE GROWTH                   | BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT   |
| P9    | CUSTOMER ENGAGEMENT                | BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.  |

| DISCLOSURE QUESTIONS                   | P1  | P2   | P3  | P4  | P5  | P6  | P7  | P8  | P9  |     |
|--|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>POLICY AND MANAGEMENT PROCESSES</b> |   |  |     |     |     |     |     |     |     |     |
| 1(a)                                   | Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)  | Yes  | 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)                                    | *Web Link of the Policies, if available   | <a href="https://hitechpipes.in/policies/">https://hitechpipes.in/policies/</a>  |     |     |     |     |     |     |     |     |
| 2                                      | Whether the entity has translated the policy into procedures. (Yes / No)  | Yes  | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3                                      | Do the enlisted policies extend to your value chain partners? (Yes/No)  | Yes  | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4                                      | Name of the national and international codes /certifications/ labels/ standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | ISO 9001: 2015, ISO 9001, ISO 45001, ISO 14001<br>PRODUCT LICENSE: IS 1161, IS 1239, IS 3589, IS 4270, IS 4923, EN 10255, EN 10219.. |     |     |     |     |     |     |     |     |

| DISCLOSURE QUESTIONS | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----------------------|----|----|----|----|----|----|----|----|----|
|----------------------|----|----|----|----|----|----|----|----|----|

**POLICY AND MANAGEMENT PROCESSES**

|   |  |  |
|---|--|--|
| 5 | Specific commitments, goals, and targets set by the entity with defined timelines, if any.                                       | <p>The Company continues to place significant emphasis on energy conservation, and the measures taken during the previous years in this regard were continued and extended to all plants to have access to renewable energy and Zero Liquid Discharge facilities.</p> <p>The Company's approach to sustainable development is incorporated into its business strategy. An integral part of its sustainable journey and its continuous endeavour to protect the environment through the conservation of water and energy, minimisation of waste and environmentally sound disposal.</p> |
| 6 | Performance of the entity against the specific commitments, goals, and targets, along with reasons in case the same are not met. | The Company has committed to formally enhancing Sustainability practices by adopting the guidelines defined under NGRBC. It will work to reduce the overall environmental footprint and improve the social impact of our customer delivery operations. All the manufacturing facilities have access to the alternate source of energy.   |

**GOVERNANCE, LEADERSHIP AND OVERSIGHT**

**7 STATEMENT BY THE DIRECTOR RESPONSIBLE FOR THE BUSINESS RESPONSIBILITY REPORT, HIGHLIGHTING ESG-RELATED CHALLENGES, TARGETS, AND ACHIEVEMENTS.**

We are committed to sustainability in all aspects, which is ingrained in our core values. This commitment drives long-term value creation for our people, partners, communities, and the environment. Our sustainability strategy is an ongoing journey, and we aim to leverage our entrepreneurial and innovative spirit to continue leading the industry. Using a research-based methodology, we regularly introduce new product lines, reduce process time, improve process predictability, and enhance cost effectiveness—all crucial for the long-term viability of our company. Our dedication to investing in cutting-edge technology enables us to stay ahead of the curve and meet the evolving needs of our customers. As a socially responsible company, we prioritise sustainability and strive to minimise our environmental footprint through responsible manufacturing practices. We take great pride in our quality standards and customer service. Our team of experts is committed to providing customised solutions that meet our customers' specific requirements, ensuring reliability and trustworthiness.

We are dedicated to responsibly and efficiently utilising natural resources to minimise the negative environmental impact of our activities. Our goal is to conduct business in an environmentally sustainable manner, ensuring the longevity of our operations while safeguarding the ecosystem for future generations.

- ▣ We aspire to achieve business excellence through the Optimum utilisation of resources.
- ▣ Providing quality products and enriching the lives of people associated with us.
- ▣ Sustainable environment-friendly procedures and practices.
- ▣ The highest ethics and standards.
- ▣ The spirit of entrepreneurship and innovation.
- ▣ Hiring, developing, and retaining the best people.
- ▣ Maximising returns to stakeholders.

**8 DETAILS OF THE HIGHEST AUTHORITY RESPONSIBLE FOR IMPLEMENTATION AND OVERSIGHT OF THE BUSINESS RESPONSIBILITY POLICY (IES): -**

(a) Details of the Director(s) responsible for the implementation of the Business Responsibility Policy (ies)

| S. No. | Particulars               | Detail              |
|--------|---------------------------|---------------------|
| 1      | DIN Number, if applicable | 00670250            |
| 2      | Name                      | Mr. Anish Bansal    |
| 3      | Designation               | Whole Time Director |
| 4      | Telephone No.             | 011-48440050        |
| 5      | E-Mail id.                | info@hitechpipes.in |

**9 DOES THE ENTITY HAVE A SPECIFIED COMMITTEE OF THE BOARD/ DIRECTOR RESPONSIBLE FOR DECISION-MAKING ON SUSTAINABILITY-RELATED ISSUES? (YES / NO). IF YES, PROVIDE DETAILS:**

Yes, Mr. Anish Bansal, Whole Time Director of the Company, oversees and periodically reviews the Business Responsibility and Sustainability Initiatives of the Company.

**10 DETAILS OF REVIEW OF NGRBCs BY THE COMPANY: -**

| SUBJECT FOR REVIEW   | INDICATE WHETHER THE 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 the above policies follow-up action  | Yes  | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | The Company's NGRBC performance is reported to the board's executive committee on an Annual Basis.   |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | The Board requires the Committee to ensure compliance with all applicable regulations and obtain a statutory compliance certificate for relevant laws. |     |     |     |     |     |     |     |     | The compliance report covering all statutory requirements is submitted to the Directors and the Audit Committee every quarter. Tools are also used to track and enforce 100% compliance. |    |    |    |    |    |    |    |    |

| 11 Questions   | P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|----|----|----|----|----|----|----|----|
| Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No).<br><br>If yes, provide the name of the agency. | No external evaluation was undertaken, policies are periodically evaluated and updated by various department heads & business heads and approved by the management and/or board. |    |    |    |    |    |    |    |    |

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

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

**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE**

This section aims to assist entities in demonstrating how well they have integrated the Principles and Core Elements into important procedures and decisions. The information sought is divided into “Essential” and “Leadership” categories. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

**Essential Indicators**

**1 PERCENTAGE COVERAGE BY TRAINING AND AWARENESS PROGRAMME ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR:**

| SEGMENT                          | TOTAL NUMBER OF TRAINING AND AWARENESS PROGRAMMES HELD | TOPICS/PRINCIPLES COVERED UNDER TRAINING AND ITS IMPACT  | % OF PERSON IN RESPECTIVE CATEGORIES COVERED BY THE AWARENESS PROGRAMME |
|----------------------------------|--|--|---|
| Board of Directors               | 4  | Code of Conduct  | 100%  |
| Key Managerial Personnel         | 6  | Regulatory & Legal Updates   | 100%  |
| Employees other than BOD and KMP | 2  | <ul style="list-style-type: none"> <li>▣ Time Management</li> <li>▣ Health &amp; Safety</li> <li>▣ Anti-Corruption and Anti-Bribery Policy.</li> <li>▣ Human Rights</li> </ul>   | 98.31%  |
| Workers                          | 4  | <ul style="list-style-type: none"> <li>▣ Workers are required to undergo training on the Health &amp; Safety</li> <li>▣ Human Rights</li> <li>▣ Fire-fighting and First Aid</li> <li>▣ Kaizen &amp; Six Sigma</li> <li>▣ Mock Drill</li> <li>▣ Industrial Hygiene and on/Offsite, 5S,</li> </ul> | 96.47%  |

\*All nine principles laid down in BRSR are covered by the Company’s mandatory training and Code of Conduct for Employees, which is adhered to by all employees and Directors.

**2 DETAILS OF FINES/PENALTIES/PUNISHMENT/AWARD/COMPOUNDING FEES/SETTLEMENT AMOUNT PAID IN PROCEEDINGS (BY THE ENTITY OR BY DIRECTORS / KMPS) WITH REGULATORS/ LAW ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS, IN THE FINANCIAL YEAR, IN THE FOLLOWING FORMAT (NOTE: THE ENTITY SHALL MAKE DISCLOSURES ON THE BASIS OF MATERIALITY AS SPECIFIED IN REGULATION 30 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE OBLIGATIONS) REGULATIONS, 2015 AND AS DISCLOSED ON THE ENTITY’S WEBSITE): -**

| MONETARY        |                 |   |                 |                   |                                       |
|-----------------|-----------------|---|-----------------|-------------------|---------------------------------------|
|                 | NGRBC PRINCIPLE | NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS | AMOUNT (IN RS.) | BRIEF OF THE CASE | HAS AN APPEAL BEEN PREFERRED (YES/NO) |
| Penalty/Fine    | NIL             | NIL   | NIL             | NIL               | NIL                                   |
| Settlement      | NIL             | NIL   | NIL             | NIL               | NIL                                   |
| Compounding Fee | NIL             | NIL   | NIL             | NIL               | NIL                                   |

| NON-MONETARY |                 |   |                 |                   |                                       |
|--------------|-----------------|---|-----------------|-------------------|---------------------------------------|
|              | NGRBC PRINCIPLE | NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS | AMOUNT (IN RS.) | BRIEF OF THE CASE | HAS AN APPEAL BEEN PREFERRED (YES/NO) |
| Imprisonment | NIL             | NIL   | NIL             | NA                | No                                    |
| Punishment   | NIL             | NIL   | NIL             | NA                | No                                    |

**3 OF THE INSTANCES DISCLOSED IN QUESTION 2 ABOVE, DETAILS OF THE APPEAL/ REVISION ARE PREFERRED IN CASES WHERE MONETARY OR NON-MONETARY ACTION HAS BEEN APPEALED.**

| CASE DETAIL    | NAME OF REGULATORY/ ENFORCEMENT AGENCY/ JUDICIAL INSTITUTION |
|----------------|--|
| Not Applicable | Not Applicable   |
| Not Applicable | Not Applicable   |

**4 DOES THE ENTITY HAVE AN ANTI-CORRUPTION OR ANTI-BRIBERY POLICY? IF YES, PROVIDE DETAILS IN BRIEF, AND IF AVAILABLE, PROVIDE A WEB LINK TO THE POLICY.**

The Company is firmly committed to upholding core values encompassing transparency, accountability, and exemplary governance. In addition to the Business Responsibility Policy, the Company has established a comprehensive 'Corporate Ethics and Code of Conduct.' This framework encompasses a range of critical aspects, including directives to counteract bribery and corruption. Moreover, the Company has implemented a robust vigil mechanism and a Whistle Blower Policy to ensure effective oversight. Ensuring confidentiality and non-retaliation, this mechanism creates a safe avenue for individuals to voice concerns without apprehension.

The 'Corporate Ethics and Code of Conduct' serves as a guiding compass for both the Directors and Employees of the Company. It outlines the expected standards of behaviour and ethical principles that must be upheld throughout their roles. These guidelines encompass stringent anti-bribery and anti-corruption measures, underscoring the company's unwavering dedication to principal dealings.

Furthermore, the Company extends its commitment to ethical conduct beyond its immediate sphere. It encourages its network of suppliers, contractors, and NGOs to embrace similar ethical benchmarks. The Company seeks to foster a wider environment of ethical business conduct and responsibility by fostering a collective commitment to these principles.

In conclusion, through these meticulously designed Code of Conduct, Mechanisms, Policies and Practices, the Company underscores its dedication to principal business operations and strives to create a culture of accountability and transparency that permeates all facets of its operations.

**5 NUMBER OF DIRECTORS/KMPS/EMPLOYEES/WORKERS AGAINST WHOM DISCIPLINARY ACTION WAS TAKEN BY ANY LAW ENFORCEMENT AGENCY FOR THE CHARGES OF BRIBERY/ CORRUPTION:**

|           | FY-2023-24<br>Current Financial Year | FY-2022-23<br>Previous Financial Year |
|-----------|--------------------------------------|---------------------------------------|
| Director  | NIL                                  | NIL                                   |
| KMP       | NIL                                  | NIL                                   |
| Employees | NIL                                  | NIL                                   |
| Workers   | NIL                                  | NIL                                   |

\*\* No incidents were reported during 2022-23 related to bribery/ corruption against any of the Directors/ KMPS/ employees/ workers.

**6 DETAILS OF COMPLAINTS WITH REGARD TO CONFLICT OF INTEREST:**

|  | FY-2023-24<br>Current Financial Year |        | FY-2022-23<br>Previous Financial Year |        |
|--|--------------------------------------|--------|---------------------------------------|--------|
|  | Number                               | Remark | Number                                | Remark |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | NIL                                  | NA     | NIL                                   | NA     |
| Number of complaints received in relation to issues of Conflict of interest of the KMPS.     | NIL                                  | NA     | NIL                                   | NA     |

**7 PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY ON ISSUES RELATED TO FINES / PENALTIES / ACTION TAKEN BY REGULATORS/ LAW ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS ON CASES OF CORRUPTION AND CONFLICTS OF INTEREST.**

No cases of corruption or conflicts of interest required action by regulators / law enforcement agencies / judicial institutions

**8 NNUMBER OF DAYS OF ACCOUNTS PAYABLES ((ACCOUNTS PAYABLE \*365) / COST OF GOODS/SERVICES PROCURED) IN THE FOLLOWING FORMAT:**

|                                     | FY 2023-24<br>Current Financial Year | FY 2022-23<br>Previous Financial Year |
|-------------------------------------|--------------------------------------|---------------------------------------|
| Number of days of accounts payables | 20                                   | 30                                    |

**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<br>Current Financial Year | FY 2022-23<br>Previous Financial Year |
|----------------------------|---|--------------------------------------|---------------------------------------|
| Concentration of Purchases | a. Purchases from Trading houses as % of total purchases                                | 64%                                  | 62%                                   |
|                            | b. Number of Trading houses where purchases are made from                               | 50                                   | 47                                    |
|                            | c. Purchases from Top 10 trading houses as % of total Purchases from trading house      | 21%                                  | 19%                                   |
| Concentration of Sales     | a. Sales to dealers/ distributors as % of total sales.                                  | 65%                                  | 62%                                   |
|                            | b. Number of dealers/ distributors to whom sales are made                               | 417                                  | 410                                   |
|                            | c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors   | 20%                                  | 18%                                   |
| Shares of RPTs in          | a. Purchases (Purchases with related parties/ Total Purchases)                          | 0.18%                                | 0.03%                                 |
|                            | b. Sales (Sales to related parties/Total Sales)   | 0.95%                                | 0.90%                                 |
|                            | c. Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances) | 100.00%                              | 100.00%                               |
|                            | d. Investments (Investments in related parties/Total Investments made)                  | 67.26%                               | 67.26%                                |

## LEADERSHIP INDICATORS

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

| TOTAL NUMBER OF AWARENESS PROGRAMMES HELD | TOPIC/PRINCIPLE COVERED UNDER THE TRAINING | % OF VALUE CHAIN PARTNERS COVERED (BY VALUE OF BUSINESS DONE WITH SUCH PARTNER) UNDER THE AWARENESS PROGRAMME |
|---|--|---|
| 1   | P1 to P9                                   | 40%   |

The Company maintains strong relationships with its dealers and distributors. Vendors are being made aware of sustainability, and they are also receiving training on energy, health, and safety. A focused effort has been made to enhance skills in specific areas at the vendors' end, and an organizational structure has been established for this purpose. These areas include vendor capability building, vendor evaluation standards, and supply risk mitigation and management.

### 2 DOES THE ENTITY HAVE PROCESSES IN PLACE TO AVOID/ MANAGE CONFLICT OF INTEREST INVOLVING MEMBERS OF THE BOARD? (YES/NO) IF YES, PROVIDE DETAILS OF THE SAME.

- 1) Yes, every director of the Company discloses his concern or interest in any Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, from time to time, which includes the shareholding, as provided in Section 184 of the Companies Act, 2013 read with Rules made thereunder.
- 2) The Board of Directors of the Company confirm compliance with the Code of Conduct wherein affirmation is also obtained to avoid conducting the Company's business with a relative or with a business in which a relative of a Director is associated in any significant role
- 3) Every director of the Company discloses their material interest, if any, directly or indirectly, or on behalf of the third parties, in any transaction or matter directly affecting the company at the beginning of every year.

## PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

### ESSENTIAL INDICATORS

#### 1 PERCENTAGE OF R&D AND CAPITAL EXPENDITURE (CAPEX) INVESTMENTS IN SPECIFIC TECHNOLOGIES TO IMPROVE THE ENVIRONMENTAL AND SOCIAL IMPACTS OF PRODUCTS AND PROCESSES TO TOTAL R&D AND CAPEX INVESTMENTS MADE BY THE ENTITY, RESPECTIVELY.

|       | CURRENT FINANCIAL YEAR | PREVIOUS FINANCIAL YEAR | DETAILS OF IMPROVEMENTS IN ENVIRONMENTAL AND SOCIAL IMPACTS |
|-------|------------------------|-------------------------|---|
| R&D   | NIL                    | NIL                     | NA  |
| CAPEX | NIL                    | NIL                     | NA  |

#### 2 a. DOES THE ENTITY HAVE PROCEDURES IN PLACE FOR SUSTAINABLE SOURCING? (YES/NO)

Yes, we are committed to having sustainable supply chain on social, ethical and environmental aspects and establishing sustainable practices for our suppliers. We have established a procedure to follow the Sourcing agreement and Vendor Code of conduct, in addition to contractual ESG obligations to encourage vendors to adhere to ESG guidelines. A stringent process is put in place to evaluate all new suppliers on ESG parameters such as Statutory and Regulatory compliances under Environment, Energy, Waste Management, Health and Safety working conditions, etc.

#### b. If yes, what percentage of inputs were sourced sustainably?

95%, the Company focuses on the environmental impacts of sourcing and continually works with the supply chain partners and vendors to reduce the same. We know that most of the vendors/suppliers for key raw materials are working sustainably.



**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 - -**

Our commitment to environmental sustainability is unwavering. This is evident in our adoption of an environment-friendly approach that ensures all of our process wastes can be recycled. Our strategic alliances with respected third-party providers for the ethical treatment and disposal of non-steel materials further support our comprehensive waste reduction plan. Our dedication to reducing plastic usage and vigorously implementing recycling practices demonstrates our proactive approach towards building a greener future. Such measures are essential for reducing the environmental effects of plastic waste. The company has implemented a well-defined mechanism enabling employees to report work-related hazards and prioritize safety. Our comprehensive safety mechanism prioritizes employee well-being. Training sessions maintain awareness, and open communication fosters discussions on safety. Acknowledging and rewarding proactive safety engagement motivates others. Incident analysis drives enhancements, while regular procedure reviews ensure relevance. Plant head involvement underscores a commitment to safety, and a continuous improvement approach sustains safety progress.

**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.**

Not Applicable.

**LEADERSHIP INDICATORS**

**1 HAS THE ENTITY CONDUCTED LIFE CYCLE PERSPECTIVE / ASSESSMENTS (LCA) FOR ANY OF ITS PRODUCTS (FOR THE 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 |
|----------|--------------------------|---------------------------------|---|---|---|
| -        | -                        | -                               | -   | -   | -   |

**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 RISK/ CONCERN | ACTION TAKEN |
|--------------------------|------------------------------|--------------|
| Nil                      | Nil                          | Nil          |

**3 PERCENTAGE OF RECYCLED OR REUSED INPUT MATERIAL TO TOTAL MATERIAL (BY VALUE) USED IN PRODUCTION (FOR MANUFACTURING INDUSTRY) OR PROVIDING SERVICES (FOR SERVICE INDUSTRY).**

| INDICATE INPUT MATERIAL | RECYCLED OR REUSED INPUT MATERIAL TO TOTAL MATERIAL |                                       |
|-------------------------|---|---------------------------------------|
|                         | FY-2023-24<br>CURRENT FINANCIAL YEAR                | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
| NA                      | NA  | NA                                    |

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

|                               | FY-2023-24<br>CURRENT FINANCIAL YEAR |           |                 | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |           |                 |
|-------------------------------|--------------------------------------|-----------|-----------------|---------------------------------------|-----------|-----------------|
|                               | RE-USED                              | RE-CYCLED | SAFELY DISPOSAL | RE-USED                               | RE-CYCLED | SAFELY DISPOSAL |
| Plastic (including packaging) | NA                                   | NA        | NA              | NA                                    | NA        | NA              |
| E-Waste                       | NA                                   | NA        | NA              | NA                                    | NA        | NA              |
| Hazardous Waste               | NA                                   | NA        | NA              | NA                                    | NA        | NA              |
| Other Waste                   | NA                                   | NA        | NA              | NA                                    | NA        | NA              |

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

| INDICATE THE PRODUCT CATEGORY |   |
|-------------------------------|---|
| Steel Pipes/Scrap             | The Company is the leading structural Steel Pipes producer. During manufacturing, the Company produces steel pipes, and end cuts, which are not considered as waste. Accordingly, this question is not applicable to the Company. |

**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 |         |                    |         |                    |         |                     |         |                      |         |
|---------------------------------------|-----------|------------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|----------------------|---------|
|                                       |           | Health Insurance       |         | Accident Insurance |         | Maternity Benefits |         | Paternity Benefits* |         | Day care Facilities* |         |
|                                       |           | Number (B)             | % (B/A) | Number (c)         | % (C/A) | Number (D)         | % (D/A) | Number (E)          | % (E/A) | Number (F)           | % (F/A) |
| <b>PERMANENT EMPLOYEES</b>            |           |                        |         |                    |         |                    |         |                     |         |                      |         |
| Male                                  | 105       | 105                    | 91.30%  | -                  | -       | -                  | -       | No cases            | -       | -                    | -       |
| Female                                | 10        | 10                     | 8.70%   | -                  | -       | No cases           | -       | -                   | -       | -                    | -       |
| Total                                 | 115       | 115                    | 100%    | -                  | -       | -                  | -       | -                   | -       | -                    | -       |
| <b>OTHER THAN PERMANENT EMPLOYEES</b> |           |                        |         |                    |         |                    |         |                     |         |                      |         |
| Male                                  | -         | -                      | -       | -                  | -       | -                  | -       | -                   | -       | -                    | -       |
| Female                                | -         | -                      | -       | -                  | -       | -                  | -       | -                   | -       | -                    | -       |
| Total                                 | -         | -                      | -       | -                  | -       | -                  | -       | -                   | -       | -                    | -       |

b Details of measures for the well-being of workers

| Category                 | Total (A) | % OF WORKERS COVERED |         |                    |         |                    |         |                    |         |                    |         |
|--------------------------|-----------|----------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|
|                          |           | Health Insurance     |         | Accident Insurance |         | Maternity Benefits |         | Paternity Benefits |         | Daycare facilities |         |
|                          |           | Number (B)           | % (B/A) | Number (c)         | % (C/A) | Number (D)         | % (D/A) | Number (E)         | % (E/A) | Number (F)         | % (F/A) |
| <b>PERMANENT WORKERS</b> |           |                      |         |                    |         |                    |         |                    |         |                    |         |
| Male                     | 395       | -                    | -       | -                  | -       | -                  | -       | -                  | -       | -                  | -       |
| Female                   | 15        | -                    | -       | -                  | -       | No cases           | -       | -                  | -       | -                  | -       |
| Total                    | 410       | -                    | -       | -                  | -       | -                  | -       | -                  | -       | -                  | -       |

| Category                            | Total (A) | Health Insurance |         | Accident Insurance |         | Maternity Benefits |         | Paternity Benefits |         | Daycare facilities |         |
|-------------------------------------|-----------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|
|                                     |           | Number (B)       | % (B/A) | Number (c)         | % (C/A) | Number (D)         | % (D/A) | Number (E)         | % (E/A) | Number (F)         | % (F/A) |
| <b>OTHER THAN PERMANENT WORKERS</b> |           |                  |         |                    |         |                    |         |                    |         |                    |         |
| Male                                | 51        | -                | -       | -                  | -       | -                  | -       | -                  | -       | -                  | -       |
| Female                              | 2         | -                | -       | -                  | -       | No cases           | -       | -                  | -       | -                  | -       |
| Total                               | 53        | -                | -       | -                  | -       | -                  | -       | -                  | -       | -                  | -       |

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

|   | FY 2024<br>Current Financial Year | FY 2023<br>Previous Financial Year |
|---|-----------------------------------|------------------------------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.015%                            | 0.01%                              |

**2 DETAILS OF RETIREMENT BENEFITS FOR CURRENT FY AND PREVIOUS FINANCIAL YEAR.**

| BENEFITS | FY-2023-24<br>CURRENT FINANCIAL YEAR               |  |   | FY-2022-23<br>PREVIOUS FINANCIAL YEAR              |  |  |
|----------|--|--|---|--|--|--|
|          | NO. OF EMPLOYEES COVERED AS A % OF TOTAL EMPLOYEES | NO. OF WORKERS COVERED AS A % OF TOTAL WORKERS | DEDUCTED AND DEPOSITED WITH THE AUTHORITY (Y/N/N.A.)  | NO. OF EMPLOYEES COVERED AS A % OF TOTAL EMPLOYEES | NO. OF WORKERS COVERED AS A % OF TOTAL WORKERS | DEDUCTED AND DEPOSITED WITH THE AUTHORITY (Y/N/N.A.)   |
| PF       | 100%   | 100%   | Yes,  | 100%   | 100%   | Yes  |
| GRATUITY | 100% as per statutory requirements                 | 100%   | As per the gratuity eligibility norms and kept as provision shown separately in other long-term provision | 100%   | 100%   | As per gratuity eligibility norms, it is kept as the provision shown separately in other long-term provisions. |
| ESI      | 100%   | 100%   | Yes   | 100%   | 100%   | Yes  |

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

Yes, all the plants and offices of the Company are accessible for differently abled persons.

4 DOES THE ENTITY HAVE AN EQUAL OPPORTUNITY POLICY AS PER THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016? IF SO, PROVIDE A WEB-LINK TO THE POLICY.

The Company supports and promotes diversity and equal opportunity policies, and it adheres to equal opportunity principles. We recognize the significant benefits of having a diverse workforce. Our unwavering commitment is to provide all employees with equal employment opportunities and to foster an inclusive work environment where everyone is treated with the utmost respect and dignity.

**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, give details of the mechanism in brief.)  |
|--------------------------------|---|
| Permanent Workers              | <p>Yes, the Company strives to foster a culture of respect and provide a platform to workers to voice their concerns confidentially, thereby upholding our commitment to a harassment-free workplace.</p> <p>Grievance procedures are defined for each location with a unionised workforce. Employees are also privy to the multiple grievance redressal channels. The Company has a Vigil Mechanism and Whistle-blower policy under which stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct without fear of retaliation.</p> |
| Other than Permanent Workers   | <p>The Company has a Vigil Mechanism and Whistle-blower policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – without fear of any retaliation.</p>   |
| Permanent Employees            | <p>All employee grievances are addressed appropriately through multiple channels. The Company has a Vigil Mechanism and Whistle-blower policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – without fear of any retaliation.</p>  |
| Other than Permanent Employees | <p>The Company has a Vigil Mechanism and Whistle-blower policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – without fear of any retaliation.</p>   |

Additionally, our Anti-Sexual Harassment Policy is in place to effectively handle and resolve any grievances related to such issues. It has zero tolerance for any non-compliance with these principles.

**7 MEMBERSHIP OF EMPLOYEES AND WORKER IN ASSOCIATION(S) OR UNIONS RECOGNIZED BY THE LISTED ENTITY:**

| CATEGORY                  | FY-2023-24<br>CURRENT FINANCIAL YEAR                 |   |         | FY-2022-23<br>PREVIOUS FINANCIAL YEAR                |   |         |
|---------------------------|--|---|---------|--|---|---------|
|                           | TOTAL EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY (A) | NO. OF EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY, WHO ARE PART OF ASSOCIATION (S) OR UNION (B) | % (B/A) | TOTAL EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY (A) | NO. OF EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY, WHO ARE PART OF ASSOCIATION (S) OR UNION (B) | % (B/A) |
| TOTAL PERMANENT EMPLOYEES | NA   | NA  | NA      | NA   | NA  | NA      |
| MALE                      | NA   | NA  | NA      | NA   | NA  | NA      |
| FEMALE                    | NA   | NA  | NA      | NA   | NA  | NA      |
| TOTAL PERMANENT WORKERS   | NA   | NA  | NA      | NA   | NA  | NA      |
| MALE                      | NA   | NA  | NA      | NA   | NA  | NA      |
| FEMALE                    | NA   | NA  | NA      | NA   | NA  | NA      |

**8 DETAILS OF TRAINING GIVEN TO EMPLOYEES AND WORKERS:**

| CATEGORY         | FY-2023-24<br>CURRENT FINANCIAL YEAR |                             |         |                      |         | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |                             |         |                      |         |
|------------------|--------------------------------------|-----------------------------|---------|----------------------|---------|---------------------------------------|-----------------------------|---------|----------------------|---------|
|                  | TOTAL (A)                            | ON HEALTH & SAFETY MEASURES |         | ON SKILL UPGRADATION |         | TOTAL (D)                             | ON HEALTH & SAFETY MEASURES |         | ON SKILL UPGRADATION |         |
|                  |                                      | NO. (B)                     | % (B/A) | NO. (C)              | % (C/A) |                                       | NO. (E)                     | % (E/D) | NO. (F)              | % (F/D) |
| <b>Employees</b> |                                      |                             |         |                      |         |                                       |                             |         |                      |         |
| Male             | 105                                  | 101                         | 96.19%  | 101                  | 96.19%  | 100                                   | 98                          | 98%     | 98                   | 98%     |
| Female           | 10                                   | 9                           | 90%     | 9                    | 90%     | 10                                    | 8                           | 80%     | 8                    | 80%     |
| Total            | 115                                  | 110                         | 95.65%  | 110                  | 95.65%  | 110                                   | 100                         | 96.3%   | 106                  | 96.03%  |
| <b>Workers</b>   |                                      |                             |         |                      |         |                                       |                             |         |                      |         |
| Male             | 446                                  | 415                         | 93.05%  | 415                  | 93.05%  | 420                                   | 402                         | 95.7%   | 402                  | 95.7%   |
| Female           | 17                                   | 13                          | 76.47%  | 13                   | 76.47%  | 12                                    | 12                          | 100%    | 12                   | 100%    |
| Total            | 463                                  | 428                         | 92.44%  | 428                  | 92.44%  | 432                                   | 414                         | 95.83%  | 414                  | 95.83%  |

**9 DETAILS OF PERFORMANCE AND CAREER DEVELOPMENT REVIEWS OF EMPLOYEES AND WORKERS**

| CATEGORY         | FY-2023-24<br>CURRENT FINANCIAL YEAR |         |         | FINANCIAL YEAR 2022-23<br>PREVIOUS FINANCIAL YEAR |         |         |
|------------------|--------------------------------------|---------|---------|---|---------|---------|
|                  | TOTAL (A)                            | NO. (B) | % (B/A) | TOTAL (C)   | NO. (D) | % (D/C) |
| <b>Employees</b> |                                      |         |         |   |         |         |
| MALE             | 105                                  | 105     | 100%    | 100   | 100     | 100%    |
| FEMALE           | 10                                   | 10      | 100%    | 10  | 10      | 100%    |
| TOTAL            | 115                                  | 115     | 100%    | 110   | 110     | 100%    |
| <b>Workers</b>   |                                      |         |         |   |         |         |
| MALE             | 446                                  | 446     | 100%    | 420   | 420     | 100%    |
| FEMALE           | 17                                   | 17      | 100%    | 12  | 12      | 100%    |
| TOTAL            | 463                                  | 463     | 100%    | 432   | 432     | 100%    |

**10 HEALTH AND SAFETY MANAGEMENT SYSTEM:**

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

The company has taken a proactive approach to ensuring the health, safety, and well-being of its employees by implementing ISO 45001. The range of training initiatives, including hazard identification, risk assessment, and total productive maintenance training, demonstrates a proactive approach to equipping employees with the knowledge and skills to navigate potential hazards. This fosters a heightened sense of personal responsibility for safety and contributes to an organizational culture where safety is paramount. Independent audits and medical checks reflect transparency and care. The plant's head regularly facilitates a monthly safety review to reinforce the importance of safety. Mental health initiatives underscore holistic employee support. The company sets a benchmark for comprehensive and compassionate workplace care.

- 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 implemented comprehensive measures and initiatives to identify and manage work-related hazards effectively. Each of these measures contributes to creating a safer work environment.

- ▣ On-Site Observation
- ▣ Team-based Risk Assessment
- ▣ Regular internal and external safety audits.
- ▣ Root Cause Investigation.
- ▣ Controlled Task Authorization
- ▣ Monitoring Work Zones

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

Yes, the Company has processes for workers to report the work-related hazards and to remove themselves from such risks.

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

Our comprehensive safety mechanism provides a clear process that emphasizes employee well-being. Training sessions help maintain awareness, and open communication fosters discussions on safety. Recognizing and rewarding proactive safety engagement motivates others. Incident analysis drives enhancements, while regular procedure reviews ensure relevance. Plant head involvement underscores the company's commitment to safety, and a continuous improvement approach sustains safety progress.

**11 DETAILS OF SAFETY-RELATED INCIDENTS, IN THE FOLLOWING FORMAT:**

| SAFETY INCIDENTS/NUMBERS  | CATEGORY | FY-2023-24<br>CURRENT FINANCIAL<br>YEAR | FY-2022-23<br>PREVIOUS FINANCIAL<br>YEAR |
|---|----------|---|--|
| Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked) | Employee | Nil                                     | Nil                                      |
|   | Worker   | Nil                                     | Nil                                      |
| Total recordable work-related injuries  | Employee | Nil                                     | Nil                                      |
|   | Worker   | Nil                                     | Nil                                      |
| No. of Fatalities   | Employee | Nil                                     | Nil                                      |
|   | Worker   | Nil                                     | Nil                                      |
| High consequences work-related injury or ill-health (excluding fatalities)    | Employee | Nil                                     | Nil                                      |
|   |          | Nil                                     | Nil                                      |

**12 DESCRIBE THE MEASURES TAKEN BY THE ENTITY TO ENSURE A SAFE AND HEALTHY WORKPLACE.**

Ensuring the safety and health of the workforce has been and will continue to be of paramount importance for us. Further refer to Question No.10.

**13 NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:**

|                    | FY-2023-24<br>CURRENT FINANCIAL YEAR |   |         | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |   |         |
|--------------------|--------------------------------------|---|---------|---------------------------------------|---|---------|
|                    | 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 | Nil                                  | Nil                                       | Nil     | Nil                                   | Nil                                       | Nil     |
| HEALTH AND SAFETY  | Nil                                  | Nil                                       | Nil     | Nil                                   | Nil                                       | Nil     |

**14 ASSESSMENTS FOR THE YEAR:**

|                           | % OF YOUR PLANTS AND OFFICES THAT WERE ASSESSED (BY ENTITY OR STATUTORY AUTHORITIES OR THIRD PARTIES) |
|---------------------------|---|
| Health & Safety Practices | 100 % of the plants were assessed by the Company  |
| Working Conditions        | 100 % of the plants were assessed by the Company  |

**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.**

All safety-related incidents are recorded in Internal Tools and thoroughly investigated to identify root causes. To avoid recurrence, necessary corrective and preventive actions are implemented throughout the organisation .

Our employees/contractors are regularly being trained in HEALTH AND SAFETY related topics .

**LEADERSHIP INDICATORS**

**1 DOES THE ENTITY EXTEND ANY LIFE INSURANCE OR ANY COMPENSATORY PACKAGE IN THE EVENT OF DEATH OF**

(A) EMPLOYEES (Y/N)

Employee’s wellbeing is a priority for the management of the Company. In the unfortunate case of the death of an employee, the Company assists the surviving family in claiming the dues that are legally available to them and as per their entitlement as set forth by Company policy from time to time.

(B) WORKERS (Y/N)

Employee’s wellbeing is a priority for the management of the Company. In the unfortunate case of the death of a worker, the Company assists the surviving family in claiming the dues that are legally available to them and as per their entitlement as set forth by Company policy from time to time.

**2 PROVIDE THE MEASURES UNDERTAKEN BY THE ENTITY TO ENSURE THAT STATUTORY DUES HAVE BEEN DEDUCTED AND DEPOSITED BY THE VALUE PARTNERS.**

The value chain partners are Substantially covered under the purview of the Employees’ Provident Fund (EPF) and Employees’ State Insurance (ESI) Acts. This inclusion consequently renders them accountable for deducting and depositing statutory dues. Furthermore, the contractual agreements executed between the Company and the value above chain partners encompass various clauses explicitly designed to ensure the fulfilment of requisite statutory dues such as PF, ESI and any other as the case may be.



**3 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 REHABILITATED AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT:**

|           | TOTAL NO. OF AFFECTED EMPLOYEES AND WORKERS |                                    | NO. OF EMPLOYEES AND WORKERS THAT ARE REHABILITATED AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT |                                    |
|-----------|---|------------------------------------|---|------------------------------------|
|           | FY-2023-24 CURRENT FINANCIAL YEAR           | FY-2022-23 PREVIOUS FINANCIAL YEAR | FY-2023-24 CURRENT FINANCIAL YEAR   | FY-2022-23 PREVIOUS FINANCIAL YEAR |
| EMPLOYEES | Nil   | Nil                                | Nil   | Nil                                |
| WORKERS   | Nil   | Nil                                | 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)**

Yes, the Company provides skill training from time to time that enables the employees to pursue employment post-retirement or termination.

**5 DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:**

|                           | % of value chain partners (by the value of Business done with such partners) that were assessed |
|---------------------------|---|
| HEALTH & SAFETY PRACTICES | 100%  |
| WORKING CONDITIONS        |   |

**6 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM ASSESSMENTS OF HEALTH AND SAFETY PRACTICES AND WORKING CONDITIONS OF VALUE CHAIN PARTNERS.**

The Value Chain Partners who are associated with the Company are internally trained for health & safety practices by the team with 100% coverage. We provide a workplace that is safe for them, where they can focus on their job responsibilities and obtain fulfilment.

The Value Chain Partners also undergo training on sexual harassment with 100% coverage.

An Internal risk review mechanism is in place with all relevant functions to understand the requirements through quarterly review with all functions.

Inter-plant safety assessment exercise by the Factory Safety Officers. "One Point Lesson" accident investigation format introduced. Horizontal deployment is being implemented on all lessons.

**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.**

Hi-Tech covers key material aspects identified through its ongoing stakeholder engagement. The stakeholders are determined based on the significance of their impact on the business and the business's impact on them. Identified stakeholders include Shareholders and investors, Regulators, Employees and workers, Suppliers/ Partners, Business Partners (Suppliers and Vendors), and the Community.

**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 | CHANNELS OF COMMUNICATION   | FREQUENCY OF ENGAGEMENT | PURPOSE AND SCOPE OF ENGAGEMENT INCLUDING KEY TOPICS AND CONCERNS RAISED DURING SUCH ENGAGEMENT.      |
|--------------------------|---|---|-------------------------|---|
| Shareholders & Investors | No  | Annual General Meetings, Shareholder Meets, Stock Exchange (SE) Intimations, Investor/ Analysts meetings, Conference calls, Annual Reports, Quarterly Results, Media Releases, Email. | Ongoing                 | To provide updates on developments in the Company   |
| Regulators               | No  | Mandatory regulatory filings. Periodical submission of business performance, Written communications.  | Periodically            | Compliance with rules and regulations. Timely reporting through various compliance-based forms.       |
| Employees & Workers      | No  | Email, Employee Engagement, Meetings, Employee Surveys  | Periodically            | To provide updates on company strategy and performance. To Get feedback. Encourage to raise concerns. |
| Value Chain Partners     | No  | Suppliers Conference/ Supplier Audits   | Periodically            | To Get feedback. Encourage to raise concerns,   |
| Customers/ Dealers       | No  | Surveys, customer events and meets, Participation in Trade Events organised by Industrial Associations  | Periodically            | To Provide updates on Company products & offerings. To Get feedback. Encourage to raise concerns.     |
| Communities              | Yes   | Multiple channels – physical and digital and email  | Periodically            | Support socially high-impact projects   |

**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.**

A robust foundation of governance built upon ethics, integrity, and transparency guides our path forward. The Board of Directors committee diligently oversees and assesses the Company’s Sustainability strategy and Climate Action Plan.

The organisational framework for handling critical ESG aspects, including risks and opportunities tied to climate, is efficiently managed through a board-level committee. This committee evaluates and supervises ESG-related concerns and risk exposures, specifically those associated with climate impacts. Referred to as the Risk Management Committee, its primary role involves pinpointing potential threats to the Company’s operations and crafting effective policies and strategies to minimise and mitigate these risks within the broader context of risk management.

**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 covers key material issues driven by strategic objectives through various modes of engagement.

Each stakeholder group has a primary internal custodian. For example, employee feedback involves specific, informed steps that lead to enhanced communications and collaboration forums.

For suppliers, this has improved the ease of doing business and the ability to address environmental and social aspects.

For communities, under the community ecology initiative, we focus on striking an ecological balance in our proximate communities by taking up projects that have direct and tangible benefits and strengthening our urban primary healthcare system is a focus area for us. This is because vulnerable communities still lack adequate personnel and amenities for their healthcare needs.

Similarly, for employees, the health, safety, and well-being of our employees are of paramount importance. We look at well-being holistically, connecting mind, body, and community to help us focus on being healthy, feeling happy, and living our life's purpose. Our employee wellness programs encompass three areas of employee wellbeing: Physical, emotional, and financial.

**3 PROVIDE DETAILS OF INSTANCES OF ENGAGEMENT WITH, AND ACTIONS TAKEN TO, ADDRESS THE CONCERNS OF VULNERABLE/ MARGINALISED STAKEHOLDER GROUPS.**

Engaging with and addressing the concerns of underprivileged, vulnerable, and marginalized stakeholder groups is fundamental to the company's ethical business practices. The company has proactively addressed these concerns through various initiatives by fostering meaningful conversations. This involves creating safe spaces where stakeholders can openly express their concerns. Furthermore, the company ensures active and empathetic listening, showing a genuine willingness to understand their perspectives. Cultural sensitivity and consideration for language barriers are integrated into these interactions. Additionally, the company employs diverse communication channels to ensure that information is accessible to all members of these groups.

**PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS. UMAN ESSENTIAL INDICATORS**

**1 EMPLOYEES AND WORKERS WHO HAVE BEEN PROVIDED TRAINING ON HUMAN RIGHTS ISSUES AND POLICY(IES) OF THE ENTITY IN THE FOLLOWING FORMAT:**

| CATEGORY             | FY-2023-24<br>CURRENT FINANCIAL YEAR |   |         | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |  |         |
|----------------------|--------------------------------------|---|---------|---------------------------------------|--|---------|
|                      | TOTAL (A)                            | NO. OF EMPLOYEES/<br>WORKERS COVERED<br>(B) | % (B/A) | TOTAL (C)                             | NO. OF EMPLOYEES/<br>WORKERS COVERED (D) | % (D/C) |
| <b>EMPLOYEES</b>     |                                      |   |         |                                       |  |         |
| PERMANENT            | 115                                  | 111   | 96.52%  | 110                                   | 106                                      | 96.36%  |
| OTHER THAN PERMANENT | Nil                                  | Nil   | Nil     | Nil                                   | Nil                                      | Nil     |
| TOTAL EMPLOYEES      | 115                                  | 111   | 96.52%  | 110                                   | 106                                      | 96.36%  |
| <b>WORKERS</b>       |                                      |   |         |                                       |  |         |
| PERMANENT            | 410                                  | 401   | 97.80%  | 380                                   | 365                                      | 96.05%  |
| OTHER THAN PERMANENT | 53                                   | 51  | 96.23%  | 52                                    | 49                                       | 94.23%  |
| TOTAL WORKERS        | 463                                  | 452   | 97.62%  | 432                                   | 414                                      | 95.83%  |

**2 DETAILS OF MINIMUM WAGES PAID TO EMPLOYEES AND WORKERS IN THE FOLLOWING FORMAT:**

| S. NO.           | PARTICULARS                  | TOTAL<br>(A) | MALE       |               | FEMALE    |              |
|------------------|------------------------------|--------------|------------|---------------|-----------|--------------|
|                  |                              |              | NO. (B)    | % (B/A)       | NO. (C)   | % (C/A)      |
| <b>EMPLOYEES</b> |                              |              |            |               |           |              |
| 1                | Permanent (D)                | 115          | 105        | 91.30%        | 10        | 8.70%        |
| 2                | Other than Permanent (E)     | Nil          | Nil        | Nil           | Nil       | Nil          |
|                  | <b>Total Employees (D+E)</b> | <b>115</b>   | <b>105</b> | <b>91.30%</b> | <b>10</b> | <b>8.70%</b> |
| <b>WORKERS</b>   |                              |              |            |               |           |              |
| 1                | Permanent (F)                | 410          | 395        | 96.34%        | 15        | 3.66%        |
| 2                | Other than Permanent (G)     | 53           | 51         | 96.23%        | 2         | 3.77%        |
|                  | <b>Total Employees (F+G)</b> | <b>463</b>   | <b>446</b> | <b>96.33%</b> | <b>17</b> | <b>3.67%</b> |

| CATEGORY                    | FY-2023-24<br>CURRENT FINANCIAL YEAR |                          |         |                           |         | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |                          |         |                           |         |
|-----------------------------|--------------------------------------|--------------------------|---------|---------------------------|---------|---------------------------------------|--------------------------|---------|---------------------------|---------|
|                             | TOTAL<br>(A)                         | EQUAL TO<br>MINIMUM WAGE |         | MORE THAN<br>MINIMUM WAGE |         | TOTAL<br>(D)                          | EQUAL TO<br>MINIMUM WAGE |         | MORE THAN<br>MINIMUM WAGE |         |
|                             |                                      | NO. (B)                  | % (B/A) | NO. (C)                   | % (C/A) |                                       | NO. (E)                  | % (E/D) | NO. (F)                   | % (F/D) |
| <b>EMPLOYEES</b>            |                                      |                          |         |                           |         |                                       |                          |         |                           |         |
| <b>PERMANENT</b>            |                                      |                          |         |                           |         |                                       |                          |         |                           |         |
| Male                        | 105                                  | -                        | -       | 105                       | 100%    | 100                                   | -                        | -       | 100                       | 100%    |
| Female                      | 10                                   | -                        | -       | 10                        | 100%    | 10                                    | -                        | -       | 10                        | 100%    |
| <b>OTHER THAN PERMANENT</b> |                                      |                          |         |                           |         |                                       |                          |         |                           |         |
| MALE                        | -                                    | -                        | -       | -                         | -       | -                                     | -                        | -       | -                         | -       |
| FEMALE                      | -                                    | -                        | -       | -                         | -       | -                                     | -                        | -       | -                         | -       |
| <b>WORKERS</b>              |                                      |                          |         |                           |         |                                       |                          |         |                           |         |
| <b>PERMANENT</b>            |                                      |                          |         |                           |         |                                       |                          |         |                           |         |
| MALE                        | 395                                  | -                        | -       | 395                       | 100%    | 370                                   | -                        | -       | 370                       | 100%    |
| FEMALE                      | 15                                   | -                        | -       | 15                        | 100%    | 10                                    | -                        | -       | 10                        | 100%    |
| <b>OTHER THAN PERMANENT</b> |                                      |                          |         |                           |         |                                       |                          |         |                           |         |
| MALE                        | 51                                   | -                        | -       | 51                        | 100%    | 50                                    | -                        | -       | 50                        | 100%    |
| FEMALE                      | 02                                   | -                        | -       | 02                        | 100%    | 02                                    | -                        | -       | 02                        | 100%    |

**3 DETAILS OF REMUNERATION/SALARY/WAGES, IN THE FOLLOWING FORMAT:**

|   | NUMBER | MALE  |  | NUMBER | FEMALE  |  |
|---|--------|---|--|--------|---|--|
|   |        | MEDIAN REMUNERATION/<br>SALARY/ WAGES OF<br>RESPECTIVE CATEGORY |  |        | MEDIAN REMUNERATION/<br>SALARY/ WAGES OF<br>RESPECTIVE CATEGORY |  |
| BOARD OF DIRECTORS                          | 3      | 7,88,333  |  | -      | -   |  |
| KMPS  | 2      | 1,75,000  |  | -      | -   |  |
| EMPLOYEES<br>OTHER THAN<br>BODS AND<br>KMPS | 100    | 67600   |  | 10     | 49,720  |  |
| WORKERS                                     | 446    | 28,171  |  | 17     | 21,155  |  |

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

|   | FY 2023-24<br>Current Financial Year | FY 2023-23<br>Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| Gross wages paid to females as % of total wages | 3.87%                                | 3.56%                                 |

**4 DO YOU HAVE A FOCAL POINT (INDIVIDUAL/ COMMITTEE) RESPONSIBLE FOR ADDRESSING HUMAN RIGHTS IMPACTS OR ISSUES CAUSED OR CONTRIBUTED BY THE BUSINESS? (YES/NO)**

Yes.

**5 DESCRIBE THE INTERNAL MECHANISMS IN PLACE TO REDRESS GRIEVANCES RELATED TO HUMAN RIGHTS ISSUES.**

The Company has established a Grievance Mechanism wherein all employees can raise a grievance related to a violation of any law, including human rights or internal company policy. All grievances are properly and appropriately investigated. If, at the conclusion of the investigation, it is found that a violation has occurred, corrective action commensurate with the nature of the violation is taken .

Vigil Mechanism can be accessed at link <https://hitechpipes.in/wp-content/uploads/2023/07/Vigil-Mechanism-Policy.pdf>

**6 NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:**

|                                   | FY-2023-24<br>CURRENT FINANCIAL YEAR |   |         | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |   |         |
|-----------------------------------|--------------------------------------|---|---------|---------------------------------------|---|---------|
|                                   | 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                                  | Nil                                       | Nil     | Nil                                   | Nil                                       | Nil     |
| DISCRIMINATION AT WORKPLACE       | Nil                                  | Nil                                       | Nil     | Nil                                   | Nil                                       | Nil     |
| CHILD LABOR                       | Nil                                  | Nil                                       | Nil     | Nil                                   | Nil                                       | Nil     |
| FORCED LABOR/ INVOLUNTARY LABOR   | Nil                                  | Nil                                       | Nil     | Nil                                   | Nil                                       | Nil     |
| WAGES                             | Nil                                  | Nil                                       | Nil     | Nil                                   | Nil                                       | Nil     |
| OTHER HUMAN RIGHTS RELATED ISSUES | Nil                                  | Nil                                       | Nil     | Nil                                   | Nil                                       | Nil     |

**7 COMPLAINTS FILED UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013, IN THE FOLLOWING FORMAT:**

|   | FY 2023-24<br>CURRENT FINANCIAL YEAR | FY 2022-23<br>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   | Nil                                  | Nil                                   |
| Complaints on POSH upheld   | Nil                                  | Nil                                   |

**8 MECHANISMS TO PREVENT ADVERSE CONSEQUENCES TO THE COMPLAINANT IN DISCRIMINATION AND HARASSMENT CASES.**

As part of its vigil mechanism, the company has a zero-retaliation policy to protect a person raising a concern against any form of retaliation. This includes changes in status, harassment, or any other form of discrimination. It also covers threats of physical harm, job loss, punitive work assignments, or impacts on salary or wages. Additionally, the person making the complaint can raise the concern anonymously.

Vigil Mechanism can be accessed at link <https://hitechpipes.in/wp-content/uploads/2023/07/Vigil-Mechanism-Policy.pdf>

**9 DO HUMAN RIGHTS REQUIREMENTS FORM PART OF YOUR BUSINESS AGREEMENTS AND CONTRACTS? (YES/NO)**

Yes.

**10 ASSESSMENTS FOR THE YEAR:**

|                                 | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>  |
|---------------------------------|---|
| Child Labor                     | During the reporting period, we conducted thorough assessments of all our plants and offices, and we confirmed that there were no instances of sexual harassment, discrimination, child labour, forced labour, or wage-related issues. Our steadfast commitment to ethical practices and creating a safe work environment ensures the well-being and rights of our employees are upheld at all times. |
| Forced Labor/ Involuntary Labor |   |
| Sexual Harassment               |   |
| Discrimination at Workplace     |   |
| Wages                           |   |
| Other-specify                   |   |

**11 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 9 ABOVE.**

No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year, and none were pending at the end of the reporting year.

**LEADERSHIP INDICATOR**

**1 DETAILS OF A BUSINESS PROCESS BEING MODIFIED / INTRODUCED AS A RESULT OF ADDRESSING HUMAN RIGHTS GRIEVANCES/COMPLAINTS.**

The Company believes it has upheld basic human rights principles in all its dealings. It regularly sensitises its employees to the Code of Conduct through various training programs.

**2 DETAILS OF THE SCOPE AND COVERAGE OF ANY HUMAN RIGHTS DUE DILIGENCE CONDUCTED.**

None.

**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?**

Yes, the Company strongly believes in providing equal opportunities to all its employees. In line with the same, the Company is committed to making its premises accessible for differently abled employees & workers.

**4 DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:**

|                                 | <b>% of your plants and offices that were assessed ((by entity or statutory authorities or third parties)</b> |
|---------------------------------|---|
| SEXUAL HARASSMENT               | NIL   |
| DISCRIMINATION AT WORKPLACE     | NIL   |
| CHILD LABOR                     | NIL   |
| FORCED LABOR/ INVOLUNTARY LABOR | NIL   |
| WAGES                           | NIL   |
| OTHER-SPECIFY                   | NA  |

**5 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 4 ABOVE.**

The Company necessitated no corrective action pertaining to Question 4 during the year under review.

**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<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|---|--------------------------------------|---------------------------------------|
| From renewable sources  |                                      |                                       |
| Total Electricity Consumption (A)   | 35661                                | 20846                                 |
| Total Fuel Consumption (B)  | 7285                                 | -                                     |
| Energy Consumption through other sources (C)  | Nil                                  | Nil                                   |
| Total energy consumed from renewable sources (A+B+C)  | 42946                                | 20846                                 |
| From Non-renewable sources  |                                      |                                       |
| Total electricity consumption (D)   | 56560                                | 41746                                 |
| Total fuel consumption (E)  | 76365                                | 76988                                 |
| Energy consumption through other sources (F)  | Nil                                  | Nil                                   |
| Total Energy consumed from non-renewable sources (D+E+F)  | 132925                               | 118734                                |
| Total Energy Consumption (A+B+C+D+E+F)  | 175871                               | 139580                                |
| Energy intensity per rupee of turnover<br>(Total energy consumed/ Revenue from Operations)  | 79.67                                | 75.02                                 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<br><br>(Total energy consumed / Revenue from operations adjusted for PPP) | 79.67                                | 75.02                                 |
| Energy intensity in terms of physical output  | 79.67                                | 75.02                                 |
| 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 independent assessment has been done.

**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.**

This is not applicable to the Company.

**3 PROVIDE DETAILS OF THE FOLLOWING DISCLOSURES RELATED TO WATER, IN THE FOLLOWING FORMAT:**

Environment conservation through resource management is not just a business practice but also something that drives us to challenge ourselves every day to deliver our value with increased efficiency and quality across every aspect of manufacturing.



| PARAMETER   | FY-2023-24<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|---|--------------------------------------|---------------------------------------|
| WATER WITHDRAWAL BY SOURCE (IN KILOLITERS)  |                                      |                                       |
| (i) Surface water   | Nil                                  | Nil                                   |
| (ii) Groundwater  | 68941                                | 55,579                                |
| (iii) Third party water   | Nil                                  | Nil                                   |
| (iv) Seawater / desalinated water   | Nil                                  | Nil                                   |
| (v) Others (Municipal Supply)   | N.A.                                 | NA                                    |
| Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)  | 68941                                | 55,579                                |
| Total volume of water consumption (in kiloliters)   | 68941                                | 55,579                                |
| Water intensity per rupee of turnover (Total water consumed / Revenue from Operations)  | 31.23                                | 29.87                                 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 31.23                                | 29.87                                 |
| Water intensity in terms of physical output   | 31.23                                | 29.87                                 |
| 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 independent assessment has been done

**4 Provide the following details related to water discharged**

| PARAMETER   | FY-2023-24<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|---|--------------------------------------|---------------------------------------|
| WATER DISCHARGE BY DESTINATION AND LEVEL OF TREATMENT (IN KILOLITERS) |                                      |                                       |
| (i) To Surface water  |                                      |                                       |
| - No Treatment  | N.A.                                 | N.A.                                  |
| - With treatment – please specify level of treatment                  | N.A.                                 | N.A.                                  |
| (ii) To Groundwater   |                                      |                                       |
| - No Treatment  | 6895                                 | 8337                                  |
| - With treatment – please specify level of treatment                  | 62046                                | 47242                                 |
| (iii) To Seawater   |                                      |                                       |
| - No Treatment  | N.A.                                 | N.A.                                  |
| - With treatment – please specify level of treatment                  | N.A.                                 | N.A.                                  |
| (iv) Send to third parties  |                                      |                                       |
| - No Treatment  | N.A.                                 | N.A.                                  |
| - With treatment – please specify level of treatment                  | N.A.                                 | N.A.                                  |
| (v) Others (Municipal Supply)   |                                      |                                       |
| - No Treatment  | N.A.                                 | N.A.                                  |
| - With treatment – please specify level of treatment                  | N.A.                                 | N.A.                                  |
| Total water discharged (in kilo litres)                               | 68941                                | 55579                                 |

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.

**5 HAS THE ENTITY IMPLEMENTED A MECHANISM FOR ZERO LIQUID DISCHARGE? IF YES, PROVIDE DETAILS OF ITS COVERAGE AND IMPLEMENTATION.**

Most of our plants have zero liquid discharge facilities, while the rest are in an advanced implementation stage. It covers the end-to-end plant operations. Water from ETP is reused in the production processes. Any solid waste generated is disposed off through approved third-party agencies.

**6 PLEASE PROVIDE DETAILS OF AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY, IN THE FOLLOWING FORMAT:**

| PARAMETER  | PLEASE SPECIFY UNITS | FY-2023-24<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|--|----------------------|--------------------------------------|---------------------------------------|
| NOx  | Mg/NM3               | Within statutory limits              | Within statutory limits               |
| SOx  | Mg/NM3               | Within statutory limits              | Within statutory limits               |
| Particulate Matter (PM)                                | Mg/NM3               |                                      |                                       |
| Persistent Organic Pollutants (POP)                    | Mg/NM3               | Within statutory limits              | Within statutory limits               |
| Volatile Organic Compound (VOC)                        | Mg/NM3               | Within statutory limits              | Within statutory limits               |
| Hazardous Air Pollutants (HAP)                         | Mg/NM3               | Within statutory limits              | Within statutory limits               |
| Others- Please Specify<br>**(Carbon and its compounds) | Mg/NM3               | Within statutory limits              | Within statutory limits               |

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 independent assessment has been done

**7 PROVIDE DETAILS OF GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY, IN THE FOLLOWING FORMAT:**

| PARAMETERS  | UNITS                           | FY-2023-24<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|---|---------------------------------|--------------------------------------|---------------------------------------|
| TOTAL SCOPE 1 EMISSIONS<br>(BREAK-UP OF THE GHG INTO CO2, CH4, N2O, HFCS, PFCS, SF6, NF3, IF AVAILABLE)   | Metric tonnes of CO2 equivalent | -                                    | -                                     |
| TOTAL SCOPE 2 EMISSIONS<br>(BREAK-UP OF THE GHG INTO CO2, CH4, N2O, HFCS, PFCS, SF6, NF3, IF AVAILABLE)   | Metric tonnes of CO2 equivalent | -                                    | -                                     |
| TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS INTENSITY PER RUPEE OF TURNOVER<br>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)  | Metric tonnes of CO2 equivalent | -                                    | -                                     |
| TOTAL SCOPE 1 AND SCOPE 2 EMISSION INTENSITY PER RUPEE OF TURNOVER ADJUSTED FOR PURCHASING POWER PARITY (PPP)<br>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | -                               | -                                    | -                                     |
| TOTAL SCOPE 1 AND SCOPE 2 EMISSION INTENSITY IN TERMS OF PHYSICAL OUTPUT  | -                               | -                                    | -                                     |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity   | -                               | -                                    | -                                     |

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

-No independent assessment has been done.

**8 DOES THE ENTITY HAVE ANY PROJECT RELATED TO REDUCING GREENHOUSE GAS EMISSIONS? IF YES, THEN PROVIDE DETAILS.**

No

**9 PROVIDE DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY, IN THE FOLLOWING FORMAT:**

| PARAMETER  | FY-2023-24<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|--|--------------------------------------|---------------------------------------|
| <b>TOTAL WASTE GENERATED (IN METRIC TONS)</b>  |                                      |                                       |
| Plastic Waste (A)  | -                                    | -                                     |
| E-Waste (B)  | -                                    | -                                     |
| Bio-medical Waste (C)  | -                                    | -                                     |
| Construction and Demolition waste (D)  | -                                    | -                                     |
| Battery Waste (E)  | -                                    | -                                     |
| Radioactive Waste (F)  | -                                    | -                                     |
| Other Hazardous Waste, please specify, if any (G)  | -                                    | -                                     |
| Other Non-Hazardous Waste generated (H), Please specify if any. (Break up by composition, i.e., by material relevant to the sector)                    | -                                    | -                                     |
| Total (A+B+C+D+E+F+G+H)  | -                                    | -                                     |
| Waste intensity per rupee of turnover<br>(Total waste generated / Revenue from operations)   | -                                    | -                                     |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<br>(Total waste generated / Revenue from operations adjusted for PPP) | -                                    | -                                     |
| Waste intensity in terms of physical output  | -                                    | -                                     |
| Waste intensity (optional) – the relevant metric may be selected by the entity   | -                                    | -                                     |
| <b>FOR EACH CATEGORY OF WASTE GENERATED, TOTAL WASTE RECOVERED THROUGH RECYCLING, RE-USING OR OTHER RECOVERY OPERATIONS (IN METRIC TONS)</b>           |                                      |                                       |
| Category of Waste  | -                                    | -                                     |
| (i) Recycled   | -                                    | -                                     |
| (ii) Reused  | -                                    | -                                     |
| (iii) Other recovery operations  | -                                    | -                                     |
| Total  | -                                    | -                                     |
| <b>FOR EACH CATEGORY OF WASTE GENERATED, TOTAL WASTE DISPOSED BY NATURE OF DISPOSAL METHOD (IN METRIC TONS)</b>  |                                      |                                       |
| (i) Incineration   | -                                    | -                                     |
| (ii) Landfilling   | -                                    | -                                     |
| (iii) Other Disposal Operations  | -                                    | -                                     |
| Total  | -                                    | -                                     |

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 independent assessment has been done.

**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.**

Yes, the Company complies with all applicable laws. The waste is disposed off to authorised vendors or organisations for disposal. We have adopted waste management procedures throughout our facilities to improve waste efficiency. Hazardous and non-hazardous waste are segregated and managed through a robust waste management system .

**11 IF THE ENTITY HAS OPERATIONS/OFFICES IN/AROUND ECOLOGICALLY SENSITIVE AREAS (SUCH AS NATIONAL PARKS, WILDLIFE SANCTUARIES, BIOSPHERE RESERVES, WETLANDS, BIODIVERSITY HOTSPOTS, FORESTS, COASTAL REGULATION ZONES, ETC.) WHERE ENVIRONMENTAL APPROVALS / CLEARANCES ARE REQUIRED, PLEASE SPECIFY DETAILS IN THE FOLLOWING FORMAT:**

| S.No | Location of operations/ offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N)<br>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 |
|------|--|---------------------------------------|---|---------------------------------|
| Nil  | Nil  | Nil                                   | Nil   | Nil                             |

Yes, the Company complies 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.

**LEADERSHIP INDICATORS**

**1 WATER WITHDRAWAL, CONSUMPTION, AND DISCHARGE IN AREAS OF WATER STRESS (IN KILOLITERS):**

FOR EACH FACILITY / PLANT LOCATED IN AREAS OF WATER STRESS, PROVIDE THE FOLLOWING INFORMATION: -

- (I) NAME OF THE AREA
- (II) NATURE OF OPERATIONS
- (III) WATER WITHDRAWAL, CONSUMPTION, AND DISCHARGE IN THE FOLLOWING FORMAT:

| PARAMETER  | FY-2023-24<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|--|--------------------------------------|---------------------------------------|
| <b>WATER WITHDRAWAL BY SOURCE (IN KILO LITERS)</b>                             |                                      |                                       |
| (i) Surface water  | Nil                                  | Nil                                   |
| (ii) Groundwater   | Nil                                  | Nil                                   |
| (iii) Third party water  | Nil                                  | Nil                                   |
| (iv) Seawater / desalinated water  | Nil                                  | Nil                                   |
| (v) Others   | Nil                                  | Nil                                   |
| Total volume of water withdrawal (in kiloliters)                               | Nil                                  | Nil                                   |
| Total volume of water consumption (in kiloliters)                              | Nil                                  | Nil                                   |
| Water intensity per rupee of turnover (Water consumed / turnover)              | Nil                                  | Nil                                   |
| Water intensity (optional) – the relevant metric may be selected by the entity | Nil                                  | Nil                                   |
| <b>Water discharge by destination and level of treatment (in kiloliters)</b>   |                                      |                                       |
| (i) Into Surface Water   |                                      |                                       |
| - No Treatment   | Nil                                  | Nil                                   |
| - With Treatment-specify the level of Treatment                                | Nil                                  | Nil                                   |
| (ii) Into Groundwater  |                                      |                                       |
| - No Treatment   | Nil                                  | Nil                                   |
| - With Treatment-specify the level of Treatment                                | Nil                                  | Nil                                   |
| (iii) Into Seawater  |                                      |                                       |
| - No Treatment   | Nil                                  | Nil                                   |
| - With Treatment-specify the level of Treatment                                | Nil                                  | Nil                                   |
| (iv) Sent to Third Parties   |                                      |                                       |
| - No Treatment   | Nil                                  | Nil                                   |
| - With Treatment-specify the level of Treatment                                | Nil                                  | Nil                                   |
| (v) Others   |                                      |                                       |
| - No Treatment   | Nil                                  | Nil                                   |
| - With Treatment-specify the level of Treatment                                | Nil                                  | Nil                                   |
| Total Water Discharge (in Kiloliters)  | Nil                                  | Nil                                   |

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 independent assessment has been done.

**2 PLEASE PROVIDE DETAILS OF TOTAL SCOPE 3 EMISSIONS & ITS INTENSITY, IN THE FOLLOWING FORMAT:**

| PARAMETERS  | UNITS                                 | FY-2023-24<br>CURRENT FINANCIAL<br>YEAR   | FY-2022-23<br>PREVIOUS FINANCIAL<br>YEAR |
|---|---------------------------------------|---|--|
| TOTAL SCOPE 3 EMISSIONS<br>(BREAK-UP OF THE GHG INTO<br>CO2, CH4, N2O, HFCS, PFCS, SF6,<br>NF3, IF AVAILABLE) | Metric tonnes of<br>CO2<br>equivalent | The Company is in the process of setting up the<br>system for tracking scope 3 emissions. The same<br>can be published in the forthcoming years |  |
| TOTAL SCOPE 3 EMISSIONS PER<br>RUPEE OF TURNOVER  |                                       |   |  |
| TOTAL SCOPE 3 EMISSION<br>INTENSITY (OPTIONAL) – THE<br>RELEVANT METRIC MAY BE<br>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 independent assessment has been done..

**3 WITH RESPECT TO THE ECOLOGICALLY SENSITIVE AREAS REPORTED AT 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.**

We at Hi-Tech do not perform any business activity which has an irreversible or negative impact on biodiversity. Also, we do not have any operational sites near high biodiversity value areas or protected area.

**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:**

| S. NO. | INITIATIVES<br>UNDERTAKEN | DETAILS OF INITIATIVES (WEB LINK, IF<br>ANY, MAY BE PROVIDED ALONG WITH<br>SUMMARY) | OUTCOMES OF<br>INITIATIVES |
|--------|---------------------------|---|----------------------------|
| 1      | -                         | -   | -                          |

**5 DOES THE ENTITY HAVE A BUSINESS CONTINUITY AND DISASTER MANAGEMENT PLAN? GIVE DETAILS IN 100 WORDS/ WEB LINK.**

At Hi-tech, our commitment to safety goes beyond theoretical frameworks. We have firmly established onsite Emergency Plans that align seamlessly with Occupational Health and Safety Assessment Series (OHSAS) guidelines. These plans are not just static documents but dynamic, actionable strategies designed to safeguard lives, assets, and our commitment to responsible operations .

Our onsite Emergency Plans are living blueprints that detail precise steps to be taken in the event of unforeseen incidents. Rooted in the OHSAS framework, these plans meticulously outline procedures for various potential emergencies, from fire incidents to natural disasters. These guidelines are regulatory requirements and our promise to our workforce, community, and environment.

A plan is only as good as its execution. To ensure readiness, we conduct regular MOCK DRILLS that simulate real-time emergency scenarios. These drills are orchestrated with the participation of key stakeholders, including Incident Controllers, Site Controllers, Fire Fighters, and District Authorities such as the District Collector, Police, Fire Brigade, and Medical Officers. Our mock drills are a testament to this commitment. They exemplify our dedication to the well-being of our employees, the integrity of our operations, and the protection of the environment. By adhering to OHSAS guidelines, we uphold the highest occupational health and safety standards, fostering a culture of preparedness, resilience, and responsible conduct .

**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 partners have had no significant adverse impact on the environment.

**7 PERCENTAGE OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) THAT WERE ASSESSED FOR ENVIRONMENTAL IMPACTS.**

In process

**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 - 1**

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 TRADE AND INDUSTRY CHAMBER/ ASSOCIATIONS | REACH OF TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS (STATE/ NATIONAL) |
|--------|--|--|
| 1      | All India Induction Furnaces Association         | National   |

**2 PROVIDE DETAILS OF CORRECTIVE ACTION TAKEN OR UNDERWAY ON ANY ISSUES RELATED TO ANTI-COMPETITIVE CONDUCT BY THE ENTITY BASED ON ADVERSE ORDERS FROM REGULATORY AUTHORITIES.**

| NAME OF THE AUTHORITY | BRIEF OF THE CASE | CORRECTIVE ACTION TAKEN |
|-----------------------|-------------------|-------------------------|
| NA                    | NA                | NA                      |

For the financial year under review, the Company received no adverse orders from regulatory bodies; hence, no corrective actions were required.

**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 the Public Domain | Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- please specify) | Web Link, if available |
|--------|-------------------------|-----------------------------------|--|---|------------------------|
| 1      | NA                      | NA                                | NA   | NA  | NA                     |

**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 DETAIL OF THE PROJECT | SIA NOTIFICATION NO. | DATE OF NOTIFICATION | WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES/NO) | RESULTS COMMUNICATED IN PUBLIC DOMAIN | RELEVANT WEB LINK |
|--------------------------------------|----------------------|----------------------|---|---------------------------------------|-------------------|
| NA                                   | NA                   | NA                   | NA  | NA                                    | NA                |

**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 PROJECTS AFFECTED FAMILIES (PAFS) | % OF PAFS COVERED BY R&R | AMOUNT PAID TO PAFS IN THE FY (IN INR) |
|-------|--|-------|----------|--|--------------------------|--|
| 1.    | NA                                       | NA    | NA       | NA                                       | NA                       | NA                                     |

**3 DESCRIBE THE MECHANISMS TO RECEIVE AND REDRESS GRIEVANCES OF THE COMMUNITY.**

Yes, the Company has formal and informal communication channels for engaging with the communities. All the community grievances are received through the respective manufacturing site and Corporate Affairs Department, and these are appropriately addressed through the local and corporate level leadership teams. Grievance redressal mechanisms are customized based on specific requirements of each location to be most effective.

We ensure that many of our contractors and workers are from the local communities. All grievances are taken seriously, and there is a transparent process through which the resolutions are communicated externally and internally to key stakeholders. We also have a corporate whistle-blower mechanism which enables the proper redressal of all types of grievances.

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

|  | FY-2023-24<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|--|--------------------------------------|---------------------------------------|
| Directly sourced from MSME/ Small producers                          | 3%                                   | 2%                                    |
| Sourced directly from within the district and neighbouring Districts | 5%                                   | 5%                                    |

**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<br>CURRENT FINANCIAL YEAR | FY-2022-23<br>PREVIOUS FINANCIAL YEAR |
|--------------|--------------------------------------|---------------------------------------|
| Rural        | -                                    | -                                     |
| Semi-Rural   | 10%                                  | 9.5%                                  |
| Urban        | 70%                                  | 69%                                   |
| Metropolitan | 20%                                  | 21.5%                                 |

(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):**

| DETAIL OF NEGATIVE SOCIAL IMPACT IDENTIFIED | CORRECTIVE ACTION TAKEN |
|---|-------------------------|
| Not Applicable                              | Not Applicable          |

**2 PROVIDE THE FOLLOWING INFORMATION ON CSR PROJECTS UNDERTAKEN BY YOUR ENTITY IN DESIGNATED ASPIRATIONAL DISTRICTS AS IDENTIFIED BY GOVERNMENT BODIES:**

| S. NO. | STATE | ASPIRATIONAL DISTRICT | AMOUNT SPENT (IN INR) |
|--------|-------|-----------------------|-----------------------|
| 1      | Nil   | Nil                   | Nil                   |

**3 (a) DO YOU HAVE A PREFERENTIAL PROCUREMENT POLICY WHERE YOU GIVE PREFERENCE TO PURCHASE FROM SUPPLIERS COMPRISING MARGINALIZED /VULNERABLE GROUPS? (YES/NO)**

No

**(b) FROM WHICH MARGINALIZED /VULNERABLE GROUPS DO YOU PROCURE?**

No

**(c) WHAT PERCENTAGE OF TOTAL PROCUREMENT (BY VALUE) DOES IT CONSTITUTE?**

Nil

**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 |
|--------|--|--------------------------|--------------------------|------------------------------------|
|--------|--|--------------------------|--------------------------|------------------------------------|

The Company does not own or acquire intellectual property based on traditional knowledge.



**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 CASE | CORRECTIVE ACTION TAKEN |
|-------------------|---------------|-------------------------|
| Not Applicable    |               |                         |

**6 DETAILS OF BENEFICIARIES OF CSR PROJECTS:**

| S. NO. | CSR PROJECTS | NO. OF PERSONS BENEFITTED FROM CSR PROJECTS | % OF BENEFICIARIES FROM VULNERABLE AND MARGINALIZED GROUPS |
|--------|--------------|---|--|
| 1      | -            | -   | -  |

**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 has a robust mechanism in place to address Customer Complaints. All Customer Complaints are received at info@hitechpipes.com, and necessary actions are taken to address the issues raised. The customer satisfaction survey is sent on the closure of customer complaints.

The Company’s Management runs technical seminars to measure customer satisfaction levels and gather feedback about its products and services. Based on the feedback, necessary actions are taken to improve the products and services .

**2 TURNOVER OF PRODUCTS AND/ SERVICES AS A PERCENTAGE OF TURNOVER FROM ALL PRODUCTS/ SERVICE THAT CARRY INFORMATION ABOUT:**

|   | As a percentage of 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:**

|                               | FY 2023-24<br>CURRENT FINANCIAL YEAR |   | REMARKS | FY- 2022-23<br>PREVIOUS FINANCIAL YEAR |   | REMARKS |
|-------------------------------|--------------------------------------|---|---------|--|---|---------|
|                               | RECEIVED DURING THE YEAR             | PENDING RESOLUTION AT THE END OF THE YEAR |         | RECEIVED DURING THE YEAR               | PENDING RESOLUTION AT THE END OF THE YEAR |         |
| DATA PRIVACY                  | Nil                                  | Nil                                       | NA      | Nil                                    | NA  | Nil     |
| ADVERTISING                   | Nil                                  | Nil                                       | NA      | Nil                                    | NA  |         |
| CYBER SECURITY                | Nil                                  | Nil                                       | NA      | Nil                                    | NA  |         |
| DELIVERY OF ESSENTIAL SERVICE | Nil                                  | Nil                                       | NA      | Nil                                    | NA  |         |
| RESTRICTIVE TRADE PRACTICES   | Nil                                  | Nil                                       | NA      | Nil                                    | NA  |         |
| UNFAIR TRADE PRACTICES        | Nil                                  | Nil                                       | NA      | Nil                                    | NA  |         |
| OTHERS                        | Nil                                  | Nil                                       | NA      | Nil                                    | NA  |         |

**4 DETAILS OF INSTANCES OF PRODUCT RECALLS ON ACCOUNT OF SAFETY ISSUES:**

|                   | NUMBER | REASONS FOR RECALL |
|-------------------|--------|--------------------|
| VOLUNTARY RECALLS | 0      | NA                 |
| FORCED RECALLS    | 0      | NA                 |

**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, we have a cyber security policy in place, which is available on the company's internal network.

**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.- N.A.
- b. Percentage of data breaches involving personally identifiable information of customers.-N.A.
- c. Impact, if any, of the data breaches.-N.A.

**LEADERSHIP INDICATORS**

**1 CHANNELS / PLATFORMS WHERE INFORMATION ON PRODUCTS AND SERVICES OF THE ENTITY CAN BE ACCESSED (PROVIDE WEB LINK, IF AVAILABLE).**

Information relating to all the products offered by the Company is available on the Company's website. i.e., <https://hitechpipes.in/>. Additionally, the Company actively uses various social media and digital platforms to disseminate product information

**2 STEPS TAKEN TO INFORM AND EDUCATE CONSUMERS ABOUT SAFE AND RESPONSIBLE USAGE OF PRODUCTS AND/OR SERVICES**

The Company continually conducts training programs to educate dealers and distributors about its existing and new product offerings. Additionally, the Company actively engages in industry events hosted by organisations focused on industrial growth. These events provide valuable opportunities to exhibit the Company's product line, amplifying awareness and knowledge across many potential customers .

**3 MECHANISMS IN PLACE TO INFORM CONSUMERS OF ANY RISK OF DISRUPTION/ DISCONTINUATION OF ESSENTIAL SERVICES.**

The Company has implemented effective communication protocols, both formal and informal, to inform its customers of any supply disruptions.

**4 DOES THE ENTITY DISPLAY PRODUCT INFORMATION ON THE PRODUCT OVER AND ABOVE WHAT IS MANDATED AS PER LOCAL LAWS? (YES/NO/NOT APPLICABLE) IF YES, PROVIDE DETAILS IN BRIEF.**

DID YOUR ENTITY CARRY OUT ANY SURVEY WITH REGARD TO CONSUMER SATISFACTION RELATING TO THE MAJOR PRODUCTS / SERVICES OF THE ENTITY, SIGNIFICANT LOCATIONS OF OPERATION OF THE ENTITY OR THE ENTITY AS A WHOLE? (YES/NO)

Yes, the Company adheres to all product labelling and product information requirements as per the local laws/ Statutory and relevant acts.

Yes, we carry out consumer surveys to identify the needs of consumers and use this information for product development.