

Date: 05.09.2024

To  
The Corporate Relations Department  
BSE Limited,  
Dalal Street,P.J,Towers,  
MUMBAI- 400001

To  
National Stock Exchange of India Ltd  
Exchange Plaza,  
Bandra Kurla Complex, Bandra (E),  
MUMBAI- 400051

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year ended 31.03.2024 as per Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015.**

**Ref: Scrip Code: 539302, NSE Symbol: POWERMECH**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith, the Business Responsibility and Sustainability Report (BRSR) for the Financial Year Ended 31.03.2024, which also forms part of the Annual Report for the FY 2023-24.

The BRSR is also uploaded on the website of the Company at [www.powermechprojects.com](http://www.powermechprojects.com)

This is for your information and necessary records.

**Regards**  
**For Power Mech Projects Limited**

**Sajja Kishore Babu**  
**Chairman and Managing Director**  
**DIN:00971313**

Encl:A/a

## POWER MECH PROJECTS LIMITED

AN ISO 14001:2015, ISO 9001:2015 & ISO 45001:2018 CERTIFIED COMPANY

**Regd. & Corporate Office :**  
Plot No. 77, Jubilee Enclave, Opp. Hitex,  
Madhapur, Hyderabad-500081  
Telangana, India  
CIN : L74140TG1999PLC032156

Phone : 040-30444444  
Fax : 040-30444400  
E-mail : [info@powermech.net](mailto:info@powermech.net)  
Website : [www.powermechprojects.com](http://www.powermechprojects.com)



JAS-ANZ



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# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been formulated in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to enhance transparency by showcasing how businesses generate value through active contributions to a sustainable economy. The report serves to emphasize our steadfast dedication to fostering sustainable development and creating enduring value for our stakeholders.

## SECTION A: GENERAL DISCLOSURES

### 1) DETAILS OF THE ENTITY

S. no.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L74140TG1999PLC032156
2.	Name of the Entity	Power Mech Projects Limited
3.	Year of incorporation	1999
4.	Registered office address	Plot No.77, Jubilee Enclave, Opposite: Hitex, Madhapur, Hyderabad, Telangana-500081.
5.	Corporate address	Plot No.77, Jubilee Enclave, Opposite: Hitex, Madhapur, Hyderabad, Telangana-500081.
6.	E-mail	cs@powermech.net
7.	Telephone	040-30444418
8.	Website	www.powermechprojects.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 15,80,81,460
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Nageswara Rao Balusupati Executive Company Secretary Contact: 040-30444418 Email: bnrao@powermech.net
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on Standalone Basis, unless otherwise specified.
14.	Name of assurance provider	None
15.	Type of assurance obtained	Not Applicable

### 2) PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	Construction	Roads, railways, utility projects	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
	Construction of utility projects	42103	100%

**3) 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	-	06	06
International	-	03	03

**19. Markets served by the entity:**

a) Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	06

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	Nil
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c) Type of Customers

A brief on types of customers	<p>Power Mech Projects Limited is a prominent Business-to-Business (B2B) company specializing in the delivery of comprehensive solutions within the power and infrastructure sectors. The company's primary focus is on providing specialized engineering and construction services to a diverse clientele, including government agencies, public sector undertakings, private corporations, and industrial enterprises.</p> <p>Power Mech offers a wide range of services, encompassing:</p> <p><b>Power Plant Construction:</b> The company specializes in the design, engineering, and construction of new power plants or the expansion of existing facilities.</p> <p><b>Equipment Installation:</b> Power Mech installs critical components within power plants, such as turbines, generators, and boilers, ensuring efficient and reliable operation.</p> <p><b>Maintenance and Overhaul:</b> The company provides comprehensive maintenance and overhaul services to maintain the optimal performance and longevity of power plant equipment.</p> <p><b>Civil Works:</b> Power Mech undertakes civil engineering projects associated with power plant construction, including the development of roads, bridges, and other infrastructure.</p> <p>Through its expertise and commitment to quality, Power Mech has established itself as a trusted partner to businesses and organizations seeking reliable and efficient solutions for their power and infrastructure needs. The company's focus on B2B relationships ensures that its services directly address the specific requirements of its clients, contributing to their success and growth.</p>
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A brief on types of customers

Power Mech Projects Limited is a prominent Business-to-Business (B2B) company specializing in the delivery of comprehensive solutions within the power and infrastructure sectors. The company's primary focus is on providing specialized engineering and construction services to a diverse clientele, including government agencies, public sector undertakings, private corporations, and industrial enterprises.

Power Mech offers a wide range of services, encompassing:

**Power Plant Construction:** The company specializes in the design, engineering, and construction of new power plants or the expansion of existing facilities.

**Equipment Installation:** Power Mech installs critical components within power plants, such as turbines, generators, and boilers, ensuring efficient and reliable operation.

**Maintenance and Overhaul:** The company provides comprehensive maintenance and overhaul services to maintain the optimal performance and longevity of power plant equipment.

**Civil Works:** Power Mech undertakes civil engineering projects associated with power plant construction, including the development of roads, bridges, and other infrastructure.

Through its expertise and commitment to quality, Power Mech has established itself as a trusted partner to businesses and organizations seeking reliable and efficient solutions for their power and infrastructure needs. The company's focus on B2B relationships ensures that its services directly address the specific requirements of its clients, contributing to their success and growth.

#### 4) EMPLOYEES

##### 20. Details at the end of the year of financial year:

a) Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
	Permanent (D)	3578	3533	98.74%	45	1.26%
	Other than Permanent (E)	1103	1094	99.18%	9	0.82%
	Total employees (D + E)	4681	4627	98.85%	54	1.15%
Workers						
	Permanent (F)	7368	7308	99.19%	60	0.81%
	Other than Permanent (G)	0	0	-	0	-
	Total workers (F + G)	7368	7308	99.19%	60	0.81%

b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
	Permanent (D)	1	1	100%	0	-
	Other than Permanent (E)	0	0	-	0	-
	Total employees (D + E)	1	1	100%	0	-
Differently Abled Workers						
	Permanent (F)	0	0	-	0	-
	Other than Permanent (G)	0	0	-	0	-
	Total workers (F + G)	0	0	-	0	-

**21. Participation/Inclusion/Representation of women:**

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel*	3	0	-

\*Key Managerial Personnel includes Managing Director, Company Secretary and Chief Financial officer.

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

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27	27	27	42	42	42	31	31	31
Permanent Workers	27	27	27	42	42	42	36	36	36

**5) HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)****23. Names of holding / subsidiary / associate companies / joint ventures:**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hydro Magus Private Limited	Subsidiary	88.10	No
2.	Power Mech Industri Private Limited	Subsidiary	100	No
3.	Power Mech BSCPL Consortium Private Limited	Subsidiary	51	No
4.	Power Mech SSA Structures Private Limited	Subsidiary	100	No
5.	Aashm Avenues Private Limited	Subsidiary	100	No
6.	KBP Mining Private Limited	Subsidiary	74	No
7.	Energy Advisory and Consulting Services Private Limited	Subsidiary	100	No
8.	Power Mech Environmental Protection Private Limited	Subsidiary	100	No
9.	Power Mech Projects LLC	Subsidiary	70	No
10.	Power Mech Projects BR FZE	Subsidiary	100	No
11.	Mas Power Mech Arabia	Associate	49	No
12.	GTA Power Mech Nigeria Limited	Joint Venture	50	No
13.	GTA Power Mech DMCC	Joint Venture	50	No
14.	PMTS Private Limited	Subsidiary	100	No
15.	Kalyaneswari Tasra Mining Private Limited	Subsidiary	74	No

## 6) CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

24.

S. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in Crs.)	4,059.46
3.	Net worth (in Crs.)	1807.08

## 7) TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks
Communities	Yes	0	0	None	0	0	None
Investors (other than shareholders)	Yes	0	0	None	0	0	None
Shareholders	Yes	0	0	None	0	0	None
Employees and workers	Yes	0	0	None	0	0	None
Customers	Yes	0	0	None	0	0	None
Value Chain Partners	Yes	0	0	None	0	0	None

All the policies/mechanisms are available on the Company's intranet

## 26. Overview of the entity's material responsible business conduct issues:

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Risk	Energy management emerges as a critical material issue for Power Mech Projects Limited, a key player in infrastructure construction within the power sector. Given their specialization in power generation and infrastructure development, the company's operations inherently involve significant energy consumption. In this context, effective energy management is essential to ensure operational efficiency, minimize environmental impact, and control costs. Inadequate energy management practices pose various risks, including operational inefficiency, environmental degradation, and cost escalation.	To mitigate energy management risks, Power Mech can adopt a multifaceted approach. Investing in energy-efficient technologies and upgrading machinery reduces consumption per output unit. Implementing Energy Management Systems (EMS) enables real-time monitoring and optimization, minimizing waste. Employee training reinforces energy-saving practices and fosters sustainability. Moreover, integrating renewable energy sources like solar and wind diversifies the energy portfolio, reducing reliance on fossil fuels and mitigating environmental impact.	Negative
2.	Water & Waste Management	Risk	The material issue of Water & Waste Management emerges as a significant concern for Power Mech Projects Limited, operating within the infrastructure construction sector, particularly in power generation. This issue carries inherent risks due to the nature of Power Mech's operations, which involve extensive use of water for construction activities and power generation processes. Additionally, the generation of waste materials, such as construction debris and hazardous waste from power plant operations, poses environmental and regulatory challenges. Inadequate management of water resources and waste materials can lead to various risks, including water scarcity, pollution, regulatory non-compliance, and reputational damage.	To address the identified risks associated with Water & Waste Management, Power Mech can implement several strategies. Firstly, adopting water conservation measures and efficient waste management practices can help minimize the company's environmental footprint and reduce regulatory compliance risks. This may include recycling and reusing water in construction activities, implementing wastewater treatment systems, and segregating and properly disposing of waste materials. Moreover, investing in technologies and infrastructure for sustainable water and waste management can enhance operational efficiency and resilience to regulatory changes.	Negative

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Waste & Hazardous Materials Management	Risk	Given the nature of Power Mech's operations, which involve extensive construction activities and power generation processes, the generation and handling of waste materials, including hazardous substances, pose various environmental, regulatory, and reputational risks. Improper management of waste and hazardous materials can lead to pollution of air, soil, and water, as well as health and safety hazards for workers and surrounding communities. Furthermore, non-compliance with waste management regulations can result in legal penalties, fines, and damage to the company's reputation.	To mitigate the identified risks associated with Waste & Hazardous Materials Management, Power Mech can adopt several proactive measures. Firstly, implementing stringent waste management protocols and hazardous materials handling procedures is essential to minimize environmental impact and ensure compliance with regulations. This may involve proper segregation, storage, transportation, and disposal of waste materials, as well as the use of appropriate personal protective equipment (PPE) for workers handling hazardous substances. Additionally, investing in technologies and infrastructure for waste treatment, recycling, and pollution control can help mitigate environmental risks and reduce reliance on landfill disposal.	Negative
4.	Product Quality & Safety	Opportunity	The rationale for identifying Product Quality & Safety as an opportunity lies in the potential to differentiate Power Mech's offerings from competitors and attract clients who prioritize quality and safety in their projects. By consistently delivering products and services that meet or exceed industry standards and regulatory requirements, Power Mech can enhance customer loyalty and secure repeat business. Moreover, a strong focus on product quality and safety can help mitigate risks associated with construction defects, accidents, and liabilities, thereby reducing the likelihood of costly legal disputes and reputational damage.	-	Positive



S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Employee Health & Safety	Risk	The rationale for identifying this issue stems from the inherent risks associated with construction activities, which can pose threats to the health and safety of employees if not properly managed. On one hand, inadequate attention to employee health and safety can result in accidents, injuries, and occupational health hazards, leading to human suffering, legal liabilities, and reputational damage. Conversely, prioritizing employee health and safety presents an opportunity for Power Mech to create a safe and conducive work environment, enhance employee morale and productivity, and foster a positive corporate culture.	In terms of risk mitigation, Power Mech can adopt a comprehensive approach to safeguarding employee health and safety. This may include implementing robust safety protocols, providing regular training and awareness programs on hazard identification and prevention, conducting thorough risk assessments for construction sites and power plants, and ensuring compliance with relevant occupational health and safety regulations. Additionally, investing in appropriate personal protective equipment (PPE), emergency response plans, and health monitoring systems can help mitigate risks and prevent accidents or incidents from occurring.	Negative
6.	Product Design & Life-cycle Management	Opportunity	Power Mech Projects Limited (PMPL) is strategically expanding its international presence, focusing on Nigeria's lucrative market. The company is actively seeking new projects and leveraging its expertise to deliver high-quality solutions. PMPL is also exploring opportunities in the desalination market through joint ventures. With its strong track record, PMPL is well-positioned for international growth.	-	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S. No	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)	No	No	No	No	No	No	No	Yes	No
	c) Web Link of the Policies, if available	<p>The Company's policies can be accessed at the given link:</p> <p>Moreover, in light of the operations and the imperative of upholding confidentiality, a subset of the Company's policies can be conveniently accessed through the intranet platform exclusively designated for internal use. The intranet functions as a comprehensive repository for a multitude of policies that regulate the operations and comportment within the organization.</p>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, Power Mech has translated the policies into procedures								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	These extend to value chain partners wherever it is relevant and to the extent applicable.								
4.	Name of the national and international codes / certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC)	ISO 9001:2015 (Quality Management System)	OHSAS 18001:2007 (Health and Safety Management System)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC)	ISO 14001:2015 (Environmental Management System)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC)

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Specific commitments, goals and targets set by entity for F.Y. 2023							Mapped NGRBC Principles	
		Power Mech strives to conduct due diligence on suppliers to ensure their alignment with the existing legislative framework in the country.							P2	
		Power Mech aims to expand its training division to educate all employees and workers on Environmental, Social, and Governance (E, S & G) practices. The training program will comprehensively cover the company's actions and initiatives aimed at effectively addressing these issues							P3	
		Increasing Women representation within the Company to 3% by 2030							P3	
		Power Mech will deploy all the resources at its disposal to optimally utilize the non-renewable resources optimally and diligently keeping in mind the impact on generations to come.							P6	
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 set the specific commitment goals during the financial year 2023-24, the performance against these targets mentioned above shall be measured in the subsequent financial year and thus, the same shall be reported accordingly.								
<b>Governance, leadership and oversight</b>										
	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>As Power Mech is involved in the construction of power plants and infrastructure sector, the environmental issues were given a priority thought amongst the stakeholders. Being one the pioneers in construction field in both power and non-power sectors, the company owned its responsibility to align with the need of global expectations. The company is committed towards environment and all its site offices will ensure that scores of saplings are planted in their vicinity and today most of the areas are found to be greener than ever before. As a matter of policy, the company is ensuring near-total avoidance of plastic materials at sites. It is aggressively pursuing a policy of limiting wastages and clearing off wastages to safe disposal as soon as possible. Scraps are collected and sent for recycling and plastic wastages are disposed-off with protection.</p> <p>On the social side, the company is engaging in building a cordial social engineering amongst the locals and involved local people in the programs. Nearby schools and hospitals were taken care of and with frequent visits by the management staff and extending a helping hand wherever needed. The company is self-disciplined in its approaches for the safety of workers, building a socially conducive atmosphere at sites and ensuring a good environment not only for the present generation but to the next and to the next.</p> <p>Sajja Kishore Babu Managing Director &amp; Chairman (DIN : 00971313)</p>								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The individual who holds the highest authority for the implementation and oversight of the Business Responsibility policies is Mr. Sajja Kishore Babu. With his role as Chairman & Managing Director, Mr. Sajja Kishore Babu has been specifically designated to ensure the effective implementation and adherence to the policy, safeguarding its objectives and principles. His expertise and leadership play a crucial role in upholding the organization's commitment to responsible business practices.								
	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	<p>Risk Management Committee has been tasked with decision-making authority on all aspects related to sustainability issues.</p> <p>Composition of Risk Management Committee</p> <p>Name</p> <p>Position on the Committee</p> <p>Designation</p> <p>Mr. Jayarama Prasad Chalasani (DIN : 00308931) Chairman of the Committee Independent Director</p> <p>Mr. Rajiv Kumar Motihari (DIN : 07336483) Member Non-Executive Director</p> <p>Mr. Sajja Kishore Babu (DIN : 00971313) Member Managing Director</p>								

Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, performance against enlisted policies and necessarily follow up actions are duly reviewed by the Risk Management Committee as well as the Board of Directors									Need Basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles and review was undertaken by the Board of Directors.									Need Basis								

Independent assessment/ evaluation of the working of its policies by an external agency:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No, Power Mech has not carried out any independent assessment/evaluation of the working of its policies by an external agency.								

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

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



#### ESSENTIAL INDICATORS:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	<ul style="list-style-type: none"> <li>i. An ESG training session was scheduled for Directors and KMP, focusing on the company's actions related to Environmental, Social, and Governance aspects.</li> <li>ii. Directors and KMP were informed about emerging market trends and their potential impact on the company's strategic direction.</li> <li>iii. Regular briefings were given on new regulations affecting the industry, ensuring that the company remains fully compliant with all legal obligations.</li> <li>iv. Regular updates included findings from safety audits and risk assessments, ensuring continuous improvement in health and safety practices.</li> </ul>	100%
Key Managerial Personnel	4	<ul style="list-style-type: none"> <li>i. An ESG training session was scheduled for Directors and KMP, focusing on the company's actions related to Environmental, Social, and Governance aspects.</li> <li>ii. Directors and KMP were informed about emerging market trends and their potential impact on the company's strategic direction.</li> <li>iii. Regular briefings were given on new regulations affecting the industry, ensuring that the company remains fully compliant with all legal obligations.</li> <li>iv. Regular updates included findings from safety audits and risk assessments, ensuring continuous improvement in health and safety practices.</li> </ul>	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Employees other than BOD and KMPs	7	<ul style="list-style-type: none"> <li>i. POSH Training is crucial for creating a safe and respectful work environment, preventing sexual harassment incidents, and ensuring that everyone understands Company policies and procedures for dealing with such incidents.</li> <li>ii. EHS Training is vital for creating a safe and healthy workplace, minimizing accidents, and ensuring that employees understand Company policies and procedures for handling hazardous materials and situations.</li> <li>iii. Human Rights Training is critical to ensure employees understands and respects human rights, creating a diverse and inclusive workplace that values and respects all employees.</li> </ul>	100%
Workers	3	<ul style="list-style-type: none"> <li>i. EHS Training is vital for creating a safe and healthy workplace, minimizing accidents, and ensuring that workers understand company policies and procedures for handling hazardous materials and situations.</li> <li>ii. Human Rights Training is critical to ensure workers understands and respects human rights, creating a diverse and inclusive workplace that values and respects all employees and workers.</li> </ul>	100%

**2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format:**

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

  

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

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
This particular section is not applicable to Power Mech	

#### 4. Anti-corruption or Anti-bribery policy:

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

At Power Mech, we are committed to maintaining the highest standards of integrity and ethical conduct in all our business dealings. To ensure compliance with relevant laws and regulations, the following guidelines are established:

- Employees, representatives, agents, and intermediaries must not offer or receive any illegal or improper payments or benefits, either directly or indirectly, to gain undue advantages in business operations.
- Adherence to all laws and regulations related to anti-bribery, anti-corruption, anti-competition, and data privacy is mandatory.
- Any breach of this policy can lead to severe financial penalties and significant reputational damage to the Company.

The policy is available on the Company's intranet.

#### 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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

#### 7. Corrective Actions:

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

This section is not applicable to the Company as there were no fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts Payables	97	106

#### 9. Open-ness of Business

Provide details of Concentration of purchase 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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	100	100
	b. Number of Trading houses where purchases are made from	-	-
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	65.98	67.84
	b. Number of dealers / distributions to whom sales are made	-	-
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	34.02	32.16
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100	100
	d. Investments (Investments in related parties / Total Investments made)	100	100

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



**ESSENTIAL INDICATORS:**

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

Power Mech's primary focus is on delivering specialized solutions in the power and infrastructure sectors, is not directing substantial investments towards R&D or Capex.

## 2. Sustainable sourcing:

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	<p>Power Mech prioritize ethical and sustainable practices in all aspects of its operations, including sourcing and procurement. It has dedicated Procurement Team which plays a vital role in ensuring that every purchase made aligns with their commitment to ethical, sustainable, and environmentally responsible practices. It has adopted the following procedures for sustainable sourcing:</p> <ol style="list-style-type: none"><li>1. Suppliers Evaluation: The procurement team conducts in-depth research and assessment of potential suppliers and ensures that the supplier follow proper ethical business practices, labour standards and social responsibility.</li><li>2. Sustainable material sourcing: Power Mech prioritize suppliers who offer sustainable and ecofriendly materials for construction and infrastructure development. Supplier partnerships are forged to ensure a consistent supply of sustainable materials.</li><li>3. Energy efficient equipment &amp; technologies: Power Mech actively seek energy-efficient equipment and technologies for infrastructure projects. Adoption of renewable energy solutions, such as solar panels or wind turbines, is encouraged whenever feasible.</li><li>4. Compliance with Environmental Regulations: All procurement decisions align with applicable environmental laws and regulations. Regular audits are conducted to verify ongoing compliance with sustainability and environmental requirements.</li><li>5. Stakeholder engagement and accountability: Power Mech engages with stakeholders, including local community to address the concerns. Regular communication channels are established to foster trust and maintain open dialogue with stakeholders.</li></ol> <p>By employing these sustainable procurement practices, Power Mech is committed to responsible and environmentally conscious development. Through collaboration with suppliers, stakeholders, and the Procurement team, Power Mech strives to deliver projects that prioritize ethical practices, sustainability, and environmental protection.</p>
If yes, what percentage of inputs were sourced sustainably?	Since Power Mech is into construction of power plants and infrastructure sector and there are numerous vendors, sustainable inputs will be accounted for in the years to come.

## 3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	The company is in the Civil Engineering sector and only a small percentage of its goods are reused, recycled, or disposed of after their useful lives. However, the business has started employing renewable energy sources, such as reclaimed water, etc.
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## 4. Extended Producer Responsibility (EPR) plan:

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
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**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**



**ESSENTIAL INDICATORS:**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	3533	858	24%	3533	100%	0	-	0	-	0	-
Female	45	7	15%	45	100%	2	4.5%	0	-	0	-
Total	3578	865	24%	3578	100%	2	0.05%	0	-	0	-
<b>Other than Permanent employees</b>											
Male	1094	52	4%	1094	100%	0	-	0	-	0	-
Female	9	1	1%	9	100%	0	-	0	-	0	-
Total	1103	53	4%	1103	100%	0	-	0	-	0	-

**B) Details of measures for the well-being of workers:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	7308	7308	100%	7308	100%	0	-	0	-	0	-
Female	60	60	100%	60	100%	0	-	0	-	0	-
Total	7368	7368	100%	7368	100%	0	-	0	-	0	-
<b>Other than Permanent workers</b>											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

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

	FY 2023 -24 (Current Financial Year)	FY 2022 -23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	1.54%	2.02%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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%	100%	Yes	100%	100%	Yes
ESI	21%	36%	Yes	20%	35%	Yes
Others – please specify	-	-	-	-	-	-

## 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, our offices are fully accessible to all employees, including those with disabilities. We actively engage with our employees to address and manage their mobility needs, ensuring their input is valued and incorporated into our accessibility initiatives.

Our buildings, rooms, toilets, and recreational areas are designed to be securely accessible, allowing differently abled employees to navigate the premises comfortably and enjoy the same amenities as their colleagues. Various safety measures, such as handrails and ramps, are in place to enhance safety and comfort for all employees.

The surrounding area features pathways and dedicated walkways equipped with accessible stairs and lifts, facilitating easy access for differently abled employees and individuals with mobility challenges. These features promote inclusivity and ensure that everyone can navigate public spaces with ease.

Furthermore, there are no restrictions on personal vehicles within the factory premises, enhancing convenience for all employees.

## 4. Equal Opportunity Policy:

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

Yes, Power Mech is committed to delivering value through equality and to nurture and promote human diversity across its operations. The policy is available on the Company's intranet.

## 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	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

**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:**

<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>	
Permanent Workers	<p>Yes, the Company has established a Centralized Grievance Committee to effectively address and manage grievances across all employee categories. This Committee is designed to:</p> <ul style="list-style-type: none"> <li>• Receive Grievances: The Committee serves as a central point for all employees to submit their grievances, ensuring a structured and accessible process for voicing concerns.</li> <li>• Redress Grievances: It is responsible for investigating and resolving these grievances in a fair, timely, and impartial manner.</li> <li>• Ensure Fair Treatment: The Committee aims to uphold the principles of fairness and transparency in addressing employee issues, fostering a positive work environment and ensuring that all concerns are handled appropriately.</li> <li>• Maintain Confidentiality: All grievances are managed with confidentiality to protect the privacy of the employees involved and to ensure that the grievance process is handled with discretion.</li> </ul> <p>By having this centralized system in place, the Company demonstrates its commitment to addressing employee concerns effectively and maintaining a supportive work environment.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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 (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	3578	0	-	3737	0	-
Male	3533	0	-	3707	0	-
Female	45	0	-	30	0	-
Total Permanent Workers	7368	0	-	7910	0	-
Male	7308	0	-	7854	0	-
Female	60	0	-	56	0	-

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	3533	3533	100%	3533	100%	3739	3739	100%	3739	100%
Female	45	45	100%	45	100%	30	30	100%	30	100%
Total	3578	3578	100%	3578	100%	3769	3769	100%	3769	100%
<b>Workers</b>										
Male	7308	7308	100%	7308	100%	7855	7855	100%	7855	100%
Female	60	60	100%	60	100%	56	56	100%	56	100%
Total	7368	7368	100%	7368	100%	7911	7911	100%	7911	100%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	3533	3533	100%	3739	3739	100%
Female	45	45	100%	30	30	100%
Total	3578	3578	100%	3769	3769	100%
<b>Workers</b>						
Male	7308	7308	100%	7855	7855	100%
Female	60	60	100%	56	56	100%
Total	7368	7368	100%	7911	7911	100%

## 10. Health and safety management system:

S. No	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Power Mech has established a robust health and safety system, emphasizing a secure working environment. The company has earned ISO 45001 and ISO 14001 certifications, validating its adherence to global standards for employee well-being and environmental management. These certifications highlight Power Mech's commitment to safeguarding its workforce and promoting sustainable practices across its operations.

S. No	Particulars	Response
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>Power Mech uses a systematic approach to identify work-related hazards and assess risks on both routine and non-routine tasks:</p> <ol style="list-style-type: none"> <li>1. Routine Tasks: Regular safety audits, Job Safety Analysis (JSA), and employee training are employed to identify and mitigate hazards associated with routine activities.</li> <li>2. Non-Routine Tasks: Pre-task risk assessments, change management processes, and specialized training are conducted to address the unique hazards of non-routine activities.</li> <li>3. Incident Investigation and Analysis: This process is key in assessing risks by identifying root causes of incidents and learning from near misses, leading to continuous improvement in safety practices.</li> </ol>
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Power Mech ensures employee safety through Safe Operating Procedures (SOPs), regular Toolbox Talks, and job-specific training. These measures provide clear safety guidelines, foster proactive risk management, and equip employees with the necessary skills to perform their tasks safely.</p> <p>And the Permit-to-Work system authorizes high-risk activities, ensuring proper precautions are taken. A Suggestion/Complaint Box is also available for employees to confidentially report hazards, share safety ideas, and voice concerns.</p>
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Power Mech prioritizes employee health by conducting regular check-ups at both work sites and the corporate office. This proactive strategy enables early detection and timely intervention for potential health issues, promoting a safe and productive workforce.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	-
	Workers	0	-
Total recordable work-related injuries	Employees	1	-
	Workers	9	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	-	-
	Workers	-	-

## 12. Measures to ensure a safe and healthy workplace:

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

Power Mech is dedicated to ensuring a safe and healthy workplace through a comprehensive approach to safety management. The measures include:

**Comprehensive Training Programs and Tool Box Meetings:** Regular training sessions and tool box meetings are conducted to keep employees well-informed about safety protocols, risk prevention, and best practices.

**Rigorous Supervision:** Continuous and close supervision is maintained to ensure adherence to safety procedures, providing guidance and immediate corrective actions when necessary.

**Implementation of Robust Safety Standards:** The company implements and strictly enforces industry-leading safety standards across all operational sites, continuously updating them to meet evolving safety challenges.

**Provision and Enforcement of Personal Protective Equipment (PPE):** Adequate PPE is provided to all employees, with strict enforcement of its use and regular training on proper handling to ensure maximum safety.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	There were no complaints on the said parameters during the reporting period as well as					
Health & Safety	the previous year.					

## 14. Assessments for the year:

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

The assessment has been carried out in-house by the Company.

## 15. Corrective Actions:

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

The Company has detailed format of Near miss/Incident/Accident Report which is made available to all the site offices for reporting any such incidents.



## PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



### ESSENTIAL INDICATORS:

#### 1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity

The Company has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the stakeholder identification process at the Company considers the following scope in identifying the stakeholders:

- Dependency – groups or individuals who are directly or indirectly dependent on the organisation’s activities, products or services and associated performance, or on whom the organisation is dependent in order to operate.
- Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities.
- Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues.
- Influence – groups or individuals who can have an impact on the organisations or a stakeholder’s strategic or operational decision-making.
- Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.

List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> <li>• Annual General Meeting,</li> <li>• Shareholder meets,</li> <li>• Email,</li> <li>• Stock Exchange (SE) intimations,</li> <li>• Investor/analysts meet/ conference calls,</li> <li>• Annual report, quarterly results, media releases and</li> <li>• Company’s website</li> </ul>	Quarterly, Half yearly and annually	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, risks, growth prospects.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee and Workers	No	<ul style="list-style-type: none"> <li>Personalised learning and development programmes.</li> <li>Regular performance review and feedback.</li> <li>One-on-one engagement, townhall meetings.</li> <li>Employee engagement surveys.</li> <li>Programmes catered around overall wellbeing.</li> <li>Intranet Portal.</li> <li>Casual interaction and daily games post lunch</li> <li>Emails, Notice Board, Meetings</li> </ul>	Daily	<p>Empowered and engaged workforce drives to achieving business targets and serve as a key for successful business.</p> <p>Satisfied and motivated talent have higher productivity.</p> <p>Right Talent gives a competitive advantage.</p> <p>Career management and growth prospects.</p> <p>Work culture, health and safety matters.</p>
Government and Regulators	No	<ul style="list-style-type: none"> <li>E-mails and letters.</li> <li>Conferences.</li> <li>Industry forums.</li> <li>Regulatory filings.</li> <li>Meetings with officials.</li> <li>Representations</li> </ul>	On periodical basis as provided under relevant legislations	In relation to Compliances with applicable laws, Industry concerns, changes in regulatory frameworks, skill and capacity building, employment.
Community	No	<ul style="list-style-type: none"> <li>Collaboration with non-governmental organisations (NGOs).</li> <li>Field visits.</li> <li>CSR and sustainability initiatives.</li> <li>Skill development.</li> <li>One-on-one interactions.</li> </ul>	Need basis	Need assessment for CSR, Reviews and Addressing Grievances, community development, education/ skill development, and livelihood support
Board of Directors	No	<ul style="list-style-type: none"> <li>Board Meetings,</li> <li>Committee Meetings and briefings / familiarity programmes</li> </ul>	On regular basis	To review the performance of the company
Local communities	No	<ul style="list-style-type: none"> <li>Meetings and briefings,</li> <li>Partnership in community</li> <li>Training and Workshops,</li> <li>Impact Assessments, social media.</li> </ul>	Need basis	Need assessment for CSR, Reviews and Addressing Grievances, community development, education/ skill development, and livelihood support.
Contractor	No	<ul style="list-style-type: none"> <li>Email,</li> <li>Telephone</li> <li>Interactive Meetings</li> </ul>	On periodical basis	To ensure that project remains on focus desired results and to make meaningful contribution to avoid the projects being derailed.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



### ESSENTIAL INDICATORS:

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3578	3578	100%	3737	3737	100%
Other than permanent	1103	1103	100%	29	29	100%
<b>Total Employees</b>	<b>4681</b>	<b>4681</b>	<b>100%</b>	<b>3766</b>	<b>3766</b>	<b>100%</b>
<b>Workers</b>						
Permanent	7368	7368	100%	7910	7910	100%
Other than permanent	0	0	-	21768	21768	100%
<b>Total Workers</b>	<b>7368</b>	<b>7368</b>	<b>100%</b>	<b>29678</b>	<b>29678</b>	<b>100%</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	3578	0	-	3578	100%	3737	0	-	3737	100%
Male	3533	0	-	3533	100%	3707	0	-	3707	100%
Female	45	0	-	45	100%	30	0	-	30	100%
Other than Permanent	1103	0	-	1103	100%	29	0	-	29	100%
Male	1094	0	-	1094	100%	29	0	-	29	100%
Female	9	0	-	9	100%	0	0	-	0	100%

Workers										
Permanent	7368	0	-	7368	100%	7910	4252	53.75%	3658	46.24%
Male	7308	0	-	7308	100%	7854	4196	53.42%	3658	46.57%
Female	60	0	-	60	100%	56	56	100%	0	-
Other than Permanent	0	0	-	0	-	21768	8378	38.48%	13090	60.13%
Male	0	0	-	0	-	21695	8378	38.61%	13317	61.38%
Female	0	0	-	0	-	73	0	-	73	100%

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

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	4	51300000	2	-
Key Managerial Personnel*	2	6150000	0	-
Employees other than BoD and KMP	3533	368530	45	358500
Workers	7308	₹ 187500	60	168950

\* Key Managerial Personnel includes Company Secretary and Chief Financial officer.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.12	3.80

### 4. Focal point for addressing human rights:

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

Yes. The Head of HR department oversees the human resource's function. In addition, the Executive Directors are responsible for addressing any human rights issues caused or contributed by the business.

### 5. Internal mechanisms in place to redress grievances related to human rights issues:

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

The internal stakeholders of a business are groups or individuals who work directly within it, such as employees and contractual support staff. They are granted access to a redressal channel as specified in the human rights policy to address any concerns or complaints that they may have.

By providing regular training and awareness programs on human rights issues company prevents violations from occurring in the first place. The policy's objective is to establish an accessible and secure process for employees to report any incidents of discrimination, harassment, or other human rights violations that may occur in the workplace. The grievance mechanism is effectively communicated to all employees to ensure that they are informed of the process and their rights to report any violations. Company has established clear and comprehensive policy that define sexual harassment, outline unacceptable behaviours, and provide guidance on reporting procedures.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour/ Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

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

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

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

**Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.**

To prevent harassment in the workplace, the company has established a mechanism that consists of various policies, procedures, and guidelines. The mechanism includes a code of conduct that outlines the company's expectations for appropriate workplace behaviour and provides guidance on identifying and addressing harassment.

The company has also established a confidential reporting system that allows employees to report any incidents of harassment without fear of retaliation. These reports are thoroughly investigated, and corrective action is taken where necessary. Additionally, the company provides regular training to all employees on identifying and preventing harassment in the workplace.

To ensure compliance with its harassment prevention policies, the company conducts regular audits and assessments of its workplace culture and practices. These assessments help identify areas for improvement and ensure that the company is taking all necessary steps to prevent harassment.

**9. Human rights requirements forming part of your business agreements and contracts:**

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

The Human rights related requirements are covered as a part of supplier/Dealer/Vendor onboarding process. As part of our supplier/Dealer/Vendor onboarding process, we integrate human rights requirements to ensure compliance with relevant laws, labour standards, and environmental regulations, fostering an environment of ethics and integrity. Our business agreements feature clauses mandating ethical recruitment practices, prohibiting human trafficking and forced labour. Contracts further stipulate the obligation to respect the land, forest, and water rights of local communities and indigenous peoples. Emphasizing diversity and inclusion, our agreements encourage suppliers to cultivate diverse workforces and provide equal opportunities irrespective of race, gender, or ethnicity. Additionally, our onboarding process includes measures to ensure fair treatment of workers regarding wages, working hours, and occupational health and safety.

## 10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

The assessment has been carried out in-house by the Company.

## 11. Corrective Actions to address significant risks / concerns arising from the assessments:

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

The Company is deeply committed to upholding human rights and has established a comprehensive framework to address key risks and concerns, including child labour, forced labour, sexual harassment, discrimination, and fair wages. We have enhanced our due diligence procedures to better identify and address any potential violations, ensuring compliance with ethical standards and environmental regulations throughout our supply chain. Regular assessments and employee training initiatives help raise awareness and prevent incidents. If any violations are detected, swift and decisive corrective actions are taken, including contract terminations or legal recourse as necessary. Furthermore, our policies and procedures are continuously reviewed and reinforced to uphold human rights standards across all operations.

As part of our ongoing efforts, there were no significant risk/concern that arose on its self-assessment and from the diligence of customers.

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



### ESSENTIAL INDICATORS:

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	-	-
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	-	-
From non-renewable sources		
Total electricity consumption (D)	2191809.6 MJ	1,99,65,456 J
Total fuel consumption (E)	184507.11 MJ	487.91 J

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2376316.71 MJ	1,99,65,943.91 J
Total energy consumed (A+B+C+D+E+F)	2376316.71 MJ	1,99,65,943.91 J
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000058	0.000056
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total water consumption / Revenue from operations adjusted for PPP)	0.0000026	0.000025
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

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.

The assessment has been carried out in-house by the Company

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

No, we have not identified any sites/facilities as Designated Consumers (DCs) under the PAT scheme of the Government of India.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	9107.77	7953.84
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9107.77	7953.84
Total volume of water consumption (in kilolitres)	9107.77	7953.84
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000022	0.00000053
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total water consumption / Revenue from operations adjusted for PPP)	0.000000010	0.000000023
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

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.

The assessment has been carried out in-house by the Company

#### 4. Provide the following details related to water discharged: NOT MEASUREABLE

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

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

No independent assessment has been carried out by the Company.

#### 5. Mechanism for Zero Liquid Discharge:

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Power Mech operates at the site level, carrying out EPC and other civil construction projects. The installation of a zero liquid discharge facility is carried out according to the client's requirements, if specified. At the company level, we are not required to have zero liquid discharge infrastructure.
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**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	-	Not Applicable*	
Sox	-		
Particulate matter (PM)	-		
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – please specify	-		

\*Since Power Mech does not operate in manufacturing sector and conducts its business through contractors, this point is not applicable.

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

No independent assessment has been carried out by the Company.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) *	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) *	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) *	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) *	Metric tonnes of CO <sub>2</sub> equivalent	-	-
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		-	-

\*NA- Not Assessed

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 carried out by the Company.

## 8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	Given the nature of Power Mech's business activities, the company does not produce significant greenhouse gas emissions. Currently, there are no specific projects in place focused on reducing these emissions.
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## 9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (H):		
Total (A+ B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (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	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
	Power Mech's operations primarily do not generate significant waste or engage in activities that require waste recovery through recycling, reusing, or other recovery operations. Therefore, there is no relevant data available in this regard. Our commitment lies in adhering to responsible and sustainable practices within the scope of our operations to minimize any potential environmental impact. We continuously strive to promote environmental consciousness and encourage our employees and stakeholders to adopt eco-friendly practices in their day-to-day activities.	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		
	Power Mech does not operate in manufacturing sector and conducts its business through contractors and hence do not generate significant waste that requires specific disposal methods such as incineration, landfilling, or other disposal operations.	

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 carried out by the Company

10.

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

The Company has detailed plan for Hazardous Waste Management. The plan clearly defines the Hazardous and Non Hazardous wastes and the methods of wastes minimization. The plan also explains about the detailed procedure of waste disposal. Every sites shall do inspection on monthly basis to ensure compliance with the waste minimum practices and regulatory requirements.

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

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

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

S. No.	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, Environmental impact assessment of projects were not required to be undertaken by Power Mech during the current financial year.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, Power Mech is compliant with the applicable environmental law / regulations / guidelines in India.

**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) Affiliations with trade and industry chambers/ associations:

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 the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
	The Federation of Telangana Chambers of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
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The Company has not engaged in any anti-competitive conduct.

## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



### ESSENTIAL INDICATORS:

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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This section is not applicable to Power Mech as there were no projects that required SIA to be undertaken under Law.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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This section is not applicable to Power Mech as there were no projects that required Rehabilitation and Resettlement (R&R).

3. Community redressal mechanism:

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

The company has implemented a mechanism where local employees regularly engage with community members to identify and address any concerns. The community can directly communicate and raise issues as needed.

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	35%	32%
Directly from within India	100%	100%

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	75	69
Semi-Urban	12	16
Urban	8	10
Metropolitan	5	3

## PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



### ESSENTIAL INDICATORS:

#### 1. Consumer Complaints and feedback:

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

Power Mech has a robust mechanism for addressing consumer complaints, emphasizing prompt and effective resolution. Complaints are assigned to a dedicated, trained team specialized in handling such issues. The company maintains open communication with customers, providing regular updates and progress reports. Power Mech is committed to finding amicable solutions and ensuring high customer satisfaction.

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

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

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

Category	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	0	0	None	0	0	None

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

Cyber security policy:

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 framework in place to address cyber security and data privacy risks. The policy outlines various methods, including access control, virus prevention, intrusion detection, data backups, authentication, monitoring, and review, to ensure data security within the organization. The policy also includes guidelines to protect data integrity based on data classification and secure the organization's information systems. The policy is available on the Company's intranet.

#### 6. Corrective Actions:

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

[This section is not applicable to the Company as there have been no reported incidents of such issues till date.](#)

#### 7. Provide the following information relating to data breaches:

- Number of instances of data breaches - NIL
- Percentage of data breaches involving personally identifiable information of customers - NIL
- Impact, if any, of the data breaches - NA

For and on behalf of the Board of Directors

Sd/-

**S. Kishore Babu**

Chairman & Managing Director

DIN: 00971313

Place: Hyderabad

Date: 12 August, 2024