

July 24, 2024

**DGM – Corporate Relations,
BSE Limited**
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001
Scrip Code - 500210

**The Listing Department
National Stock Exchange of India Limited**
Exchange Plaza, Plot No. C – 1,
Block G, Bandra – Kurla Complex, Bandra (East),
Mumbai – 400 051
Scrip Symbol – INGERRAND EQ

Dear Sir/Madam,

Subject: Business Responsibility & Sustainability Report (BRSR) for FY 2023-24.

Ref: Regulation 34 (2) (f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 34 (2) (f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, attached please find herewith Business Responsibility & Sustainability Report (BRSR) for Financial Year 2023-24.

You are requested to take the same on your records.

Thanking you,

Yours faithfully,

For **Ingersoll – Rand (India) Limited**

SHUBHAKA Digitally signed by
SHUBHAKAR
R RAJARAM RAJARAM PAYYADI
PAYYADI Date: 2024.07.24
10:54:58 +05'30'

P. R. SHUBHAKAR
Chief Financial Officer & Company Secretary

CIN: L05190KA1921PLC036321

Regd. Office: First Floor, Subramanya Arcade, No.12/1, Bannerghatta Road, Bengaluru – 560 029, Karnataka, India
Tel : 080-4685 5100 Fax: 080-4169 4399 Website: www.irco.com

All agreements contingent upon strikes, accidents and other conditions beyond our control
All contracts are subject to approval by an officer of the company, quotations are subject to change without notice

Business Responsibility & Sustainability Report (BRSR) for FY 2023-24

Ingersoll-Rand (India) Limited

Section A: General disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L05190KA1921PLC036321
2	Name of the Listed Entity	Ingersoll-Rand (India) Limited
3	Year of incorporation	01 December, 1921
4	Registered office address	1st Floor, Subramanya Arcade, No. 12/1, Bannerghatta Road, Bangalore - 560029 Karnataka
5	Corporate address	1st Floor, Subramanya Arcade, No. 12/1, Bannerghatta Road, Bangalore - 560029 Karnataka
6	E-mail	p_r_shubhakar@irco.com
7	Telephone	+91 80 46855100
8	Website	https://www.irco.com/en-in/invest
9	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	INR 3156.8 Lakhs
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	P R Shubhakar
	Contact	+91 80 46855100
	E-mail	p_r_shubhakar@irco.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e.	Standalone and pertaining to Ingersoll Rand (India) Limited

	for the entity and all the entities which form a part of its consolidated financial statements, taken together).	
14	Name of assurance provider	Not opted for assurance as it is not mandatory for Ingersoll-Rand (India) Limited for FY 2023 -2024
15	Type of assurance obtained	As above. Not Applicable for FY 2023 -2024

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Air Solutions - Manufacturing of Air Compressors, Manufacturing of spare parts and components, Installation and commissioning and Manufacturing of air accessories.	Other manufacturing activities	100.00%

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
1	Manufacture of other pumps, compressors, taps and valves etc. (Products sold)	28132	91.36%
2	Installation of industrial machinery and equipment. (Services sold)	33200	5.83%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	7	8
International	0	0	0

19. Markets served by the entity:

S. No.		Number
a	National	PAN India (28 states and 8 Union Territories)
	International	8
		% contribution
b	What is the contribution of exports as a percentage of the total turnover of the entity?	16.67%
c	A brief on types of customers	Compressed air is an integral part of modern manufacturing industries. Air compressors are used for increase in productivity, precision and speed in a broad range in industries. The Company's products are primarily sold to industries in the automotive, metals, pharmaceutical and textile sectors

IV. Employees

20. Details as at the end of financial year

a. Employees and workers¹ (including differently abled)

SI. No.	Particulars	FY 2023-24 (Current FY)				
		Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C/A)
EMPLOYEES						
1	Permanent	380	344	90.53	36	9.47
2	Other than Permanent (Contractual / Third Party / Temporary / Intern / Project consultants working on site)	97	86	88.66	11	11.34
3	Total employees (1 + 2)	477	430	90.15	47	9.85
WORKERS						
4	Permanent	159	159	100.00	0	0.00
5	Other than Permanent (Contractual / Third Party / Temporary / Intern / Project consultants working on site)	387	384	99.22	3	0.78
6	Total workers (4 + 5)	546	543	99.45	3	0.55

¹ The term “permanent employee or “permanent worker” refers to an employee or worker, employed for full-time or part-time work, for an indeterminate period. The term “other than permanent employee” or “other than permanent worker” refers to employees or workers who are employed for a fixed term that ends when a specific time period expires, or on completion of a specific task or an event such as the end of a project or return of a replaced employee. “Other than permanent” employees or workers could be employed directly by the entity or through third party contractors.

b. Differently abled employees and workers

S.No.	Particulars	FY 2023-24				
		Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent / Contractual / Third Party (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent / Contractual / Third Party (E)	0	0	0	0	0
6	Total differently abled workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

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

Note: Key Management Personnels are part of Board of Directors

² Mr. P. R. Shubhakar, Mr. Sunil Khanduja, Mr. Rajesh Ganjoo, Ms. Jayantika Dave Burman, Mr. Sekhar Natarajan, Ms. Vijaya Sampath

22. Turnover rate for permanent employees and workers

Name	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY2021-22 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Turnover rate for Permanent Employees (%)	9.41	21.62	10.61	8.99	21.62	10.29	10.33	20.7	11.94
Turnover rate for Permanent Workers (%)	0.63	0	0.63	0.62	0	0.62	1.23	0	1.23

V. 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	Ingersoll Rand US Inc	Ultimate Holding	1.00%	Yes
2	Ingersoll Rand Industrial US Inc	Holding	74.00%	Yes

*The percentage given is the share percentage of holding entities in Ingersoll Rand India Private Limited

VI. CSR details

24. CSR Applicability and Net Turnover details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in INR Lakhs)	121369.41

(iii) Net worth (in INR Lakhs)	58027.2
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VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide the documented management approved SOP for grievance mechanism and the web-link for grievance redressal policy	FY 2023-24 Current FY			FY 2022-23 Previous FY		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks (e.g., categorization of grievances if available)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Not Available	0	0	0	0	0	Not Applicable
Investors (other than shareholders)			Not Applicable ³					
Shareholders	Yes	https://www.irco.com/en-in/	414	14	Complaints, queries, and requests	299	25	Complaints, queries, and requests

³ The Company has only one category of Investor – Equity shareholder. Hence this is not applicable.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide the documented management approved SOP for grievance mechanism and the web-link for grievance redressal policy	FY 2023-24 Current FY			FY 2022-23 Previous FY		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks (e.g., categorization of grievances if available)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes	https://www.irco.com/en-in/	0	0	Nil	0	0	Not Applicable
Customers	Yes	https://www.irco.com/en-in/	407	1	Complaints, queries, and requests	824	0	Complaints, queries, and requests
Value Chain Partners (upstream & downstream)	Yes	https://www.irco.com/en-in/	2413	3	Complaints, queries, and requests	1866	3	Complaints, queries, and requests

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	Climate change action and response Energy use	Opportunity and Risk	<p>Opportunity:</p> <ul style="list-style-type: none"> • Savings from use of renewable energy • Using energy efficient products for manufacturing. • Lower operational costs, increased resiliency. <p>Risk:</p> <ul style="list-style-type: none"> • Climate change related risks are steadily becoming more relevant in our business. This may be in the form of strategic risks, physical risks and transitional (market and compliance) risks, which if not managed properly, can 	Our parent organization has set its 2030 and 2050 goals to mitigate climate change. The goals are focused on reducing greenhouse gas emissions and energy use, creating safer water for our communities and reduced waste to landfill. Our manufacturing facility at Naroda has established site-specific key performance targets in line with our parent organization's goals and targets.	<p>Positive: Leverage on the shifting client preferences and scope to improve IR India's competitiveness by highlighting our sustainability initiatives.</p> <p>Negative: Increased operating costs in meeting the goals and targets</p>

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)
			affect our operation and profitability.		
2	Product Stewardship, New Product Development and Innovation Energy efficient product	Opportunity and Risk	<p>Opportunity:</p> <ul style="list-style-type: none"> • Implementation of environmental aspects in manufacturing of products • Development and adoption of Product Stewardship Policy. • The ability to increase market share and the ability to reduce Scope 3 emissions. <p>Risk:</p> <ul style="list-style-type: none"> • Inability to develop new products and technologies can impair the Company's competitive position, which could affect the sales and market share 	<p>Company has continued to invest in technology innovation to sustain its leadership position and be the pioneer of best-in-class solutions for its customers. Product lifecycle is monitored continuously. R&D for new product development focuses on energy efficiency, use of environmentally friendly and recyclable material, and use of current technologies. This year, Company has added new products that are energy efficient (5-15% improvement in energy efficiency) and is in the process of developing hydrogen compressor which will contribute to sustainable practices.</p>	<p>Negative: Higher investments to meet stringent regulatory requirements on energy efficient product design</p>

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	Labor and employee matters: Employee Wellbeing and Talent management; Human Rights and diversity, equity, and inclusion	Opportunity and Risk	<p>Opportunity:</p> <ul style="list-style-type: none"> • Employee Wellbeing is very important for the productivity and operations of the company. • Upskilling of employees will result in increased productivity. • Identifying skills and diverse perspective of employees • Implementing the skills of the employees in the right way to get the desired output. <p>Risk:</p> <ul style="list-style-type: none"> • Identification of human rights risk in the operational process which can otherwise create reputational risk or legal risk 	<p>Training on relevant skills and Health and Safety of employees. Awareness programs about employee wellbeing are regularly conducted.</p> <p>Awareness trainings on Prevention of Sexual harassment Policy are conducted.</p> <p>Company provides access to all employees and workers for non-occupational medical and healthcare services through annual health check-ups at the paneled hospitals.</p>	<p>Positive: Promoting employee wellbeing results in improved productivity, reduced absenteeism, and improved talent retention.</p>

Section B: Management and process disclosures

S No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.irco.com/en-in/invest								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	N	N
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	N	N	N
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 14001:2015	ISO 45001:2018	ISO 9001:2015		ISO 14001:2015			

S No.	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>Our goal for the FY2023-24:</p> <ul style="list-style-type: none"> • To achieve Zero Lost Time incident rate (LTIR). • To achieve reporting of 900 EHS concerns. • To achieve 417 behavior-based safety observation. • To achieve 100% reporting of near miss cases. 			<p>Our goal for the FY2023-24:</p> <ul style="list-style-type: none"> • Increase generation of renewable energy by 5% compared to last year (i.e. 1168774 Kwh), • Reduce monthly electricity power consumption by 10% compared to last year (i.e. 19.6 Kwh/ Lakh₹) • Reduce monthly hazardous waste generation by 5% compared to last year (i.e. 0.264 Kgs/Lakh₹) • Reduce monthly non- 			

S No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
							hazardous waste generation by 5% compared to last year (i.e. 6.68 Kgs/Lakh₹) <ul style="list-style-type: none"> • Reduce raw water consumption by 10% compared to last year (i.e. 232 KL/Lakh₹) • Reduce natural gas consumption by 10% compared to last year (i.e. 0.628 SCM/Lakh₹) 			
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.			Performance against FY2023-24 goals: <ul style="list-style-type: none"> • We have achieved Zero Lost Time incident rate (LTIR): Met the Target • We have reported 1091 			Performance against FY2023-24 goals: <ul style="list-style-type: none"> • Generation of renewable energy 1039717 Kwh: Not met the target. • Monthly electricity 			

S No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
				<p>EHS Concern: Met the Target</p> <ul style="list-style-type: none"> • We have reported 507 BBS: Met the Target • We have reported 100% of near miss cases: Met the Target 			<p>power consumption 29 Kwh/Lakh ₹ Not met the target.</p> <ul style="list-style-type: none"> • Hazardous waste generation 0.48 Kgs/Lakh ₹: Not met the target by 45% • Non-hazardous waste generation 6.95 Kgs/Lakh ₹: Not met the target. • Raw water consumption 236 KL/Lakh ₹: (Not met the target). • Natural gas consumption 0.496 SCM/Lakh ₹: Reduce consumption by 26.8%. 			

S No.	Governance, leadership and oversight	
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	<p>We are pleased to present our Business BRSR for the FY 2023-24. This report reflects our continuous commitment to sustainability, innovation, and long-term value generation through comprehensive focus on ESG. We are committed for responsible growth by delivering products that meet the evolving needs of our consumers while minimizing their environmental impact.</p> <p>We have strategically invested funds in technologies that enhance the environmental and social impacts of our operations. In line with our continued commitment, we are consuming energy from renewable sources, thereby, reducing our carbon footprint and minimizing our environmental impact.</p> <p>As per our continuous commitment, we have successfully increased the generation of renewable energy to 1,039,717 kWh. We are steadfast in our dedication to achieving our goals. Also, ensuring the sustainable use of natural resources such as water and raw materials while maintaining operational efficiency presents an ongoing challenge. We have a global long-term objective is to achieve net-zero greenhouse gas (GHG) emissions by 2050 and our Indian business supporting this.</p> <p>Our social and governance philosophy is reinforced through our Code of Conduct, Equal Opportunity, our Employee Wellbeing Policy, and various other policies.</p>
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy / (ies).	Mr. Sunil Khanduja, Director Executive Director is responsible and monitors the implementation as well as oversight of the Business Responsibility Policies
9	Does the entity have a specified Committee of the climate / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No, the entity does not have a specified committee in place responsible for making decisions on ESG and sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Director Operations									yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director Director Director Director Director Operations									yearly								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										No	No	No	No	No	No	No	No	No

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

Questions	P1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or / human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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 programs held	Topics / principles covered under the training and its impact									Total Persons	People attended	% of persons in respective category covered by the awareness program
		P1	P2	P3	P4	P5	P6	P7	P8	P9			
Board of directors	0	0	0	0	0	0	0	0	0	0	3	0	0%
Key Managerial Personnel	13	8	0	4	0	0	0	0	0	1	3	3	100%
Employees other than BoD and KMPs*	13	8	0	4	0	0	0	0	0	1	380	380	100%
Workers*	19	4	1	2	4	7	1	Not Applicable	Not Applicable	Not Applicable	159	159	100%

*The given data pertaining to permanent employee and workers

- 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):

Ingersoll-Rand (India) Limited doesn't have such cases during FY 2023 -2024

Monetary						
	NGRBC principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)	If yes, Provide Case Details on: Name of the regulatory/ enforcement agencies/ judicial institutions
Penalty/ Fine	-	-	-	-	-	-
Settlement	-	-	-	-	-	-
Compounding fee	-	-	-	-	-	-
Non-Monetary						
		Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)	If yes, Provide Case Details on: Name of the regulatory/ enforcement agencies/ judicial institutions
Imprisonment		-	-	-	-	-
Punishment		-	-	-	-	-

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

Case Details	Name of the regulatory/enforcement agencies/Judicial institutions
-Not Applicable	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.

Yes. Ingersoll Rand Inc, the ultimate holding company of the entity, has a global-level anti-corruption and anti-bribery policy in place. The policy covers Ingersoll Rand Inc., its subsidiaries, and affiliated companies. This policy is applicable to all the Company Personnel and covers all transactions conducted by the Company and Company Personnel anywhere in the world. This policy should be read in conjunction with another global level policy namely Gift, Meals, and Entertainment Policy. The policy maybe accessed at: https://s23.q4cdn.com/965037804/files/doc_downloads/2021/03/Anti-Bribery-Corruption-Policy.pdf

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	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6 Details of complaints regarding conflict of interest:

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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

Not Applicable. There have been no fines / penalties imposed by regulators/ law enforcement agencies/ judicial institutions on Ingersoll Rand (India) Limited, during the year under review, pertaining to cases of corruption and conflicts of interest. Thus, there is no corresponding corrective actions.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	83	103

9 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	FY2023-24	FY2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	25%	26%
	b. Number of dealers / distributors to whom sales are made	41	40
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	61%	56%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases) in INR Lakhs	24.06%	24.62%
	b. Sales (Sales to related parties / Total Sales) in INR Lakhs	21.60%	27.59 %
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Leadership indicators

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

No awareness programmes conducted for value chain partners on any of the principles during the FY2023-24.

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

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

IRL has approved policies and a code of conduct for its Directors and Senior Management. IRL has procedures in place to avoid and manage conflicts of interest, such as a Code of Conduct for Directors and Senior Management, Code of Conduct for prevention of Insider Trading, Policy on Related Party Transactions, Code on Fair Disclosure of Unpublished Price Sensitive Information and Whistle Blower Policy. The policies are available on our website under the "Policy" section and can be viewed at [Investors - Maximizing Shareholder Value \(irco.com\)](https://www.irco.com/investors-maximizing-shareholder-value)

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

Essential indicators

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

Name of Element	FY2023-24	FY2022-23	Details of improvements in environmental and social impacts
R&D (%)	97.4	78.6	<p>The R&D expenditure predominantly entails development of prototypes.</p> <p>For FY2023-24: In addition to the focus on expanding the products range, our R&D initiatives also address upgradation of products to improve energy efficiency for sustainable growth.</p> <p>For FY2022-23: Energy efficient products with 5-15% improvement in energy efficiency has been launched in the current FY.</p> <p>The products were namely:</p> <ul style="list-style-type: none"> • Next Gen Centrifugal Compressor NX5000/1MW/4000-7500cfm, Heat of Compression (HOC) Compressed Air Dryer • Next Gen Modular Harmonized Refrigerated Air Dryer (HARP3) cycling & noncycling type • Contact Cooled Rotary Screw Compressor Rsb7-11kW Premium Flow Package <p>Company is currently involved in the process of executing an Energy Efficient Product Portfolio expansion with 5-15% improvement in energy efficiency with the introduction of:</p> <ul style="list-style-type: none"> • Contact Cooled Rotary Screw Compressor RS200-355, RS90-160, Oil Free Rotary Screw Compressor E200-355 <p>A product, Hydrogen Compressor for Mobility Market, which contributes to Sustainable practices – is under development.</p>

Name of Element	FY2023-24	FY2022-23	Details of improvements in environmental and social impacts
Capex (%)	4.6	57.2	<p>CAPEX investments are investments associated with the development of new products for customers. These include assembly fixtures, special tools and setting up testing facility to check the quality of the end product are needed.</p> <p>For FY2023-24:</p> <p>Capital expenditure focused on facility enhancement for the new products with energy efficiency measures across the operations.</p> <p>For FY2022-23:</p> <ul style="list-style-type: none"> • Energy Efficient Products with 5-15% improvement in energy efficiency (Launched)- • Test Facility VFD Power upgrade for NX Series & Large Centers 200-355, Assembly and test facility development of HOC dryer, Mako • Energy Efficient Product Portfolio expansion with 5-15% improvement in energy efficiency (under execution) - • Facility enhancement for RS200-355, RS90-160, NX8000, Railway compressor

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. The on-site supplier assessment is conducted to on-board the vendors. The assessment checks for variety of parameters which also include the ESG parameters related to but not limited to environmental protection, human rights and labor relations, cyber security, product compliance, and status of compliance with ISO9001 and/or ISO 14001.

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

54% of inputs were sourced sustainably (by value of business done with all suppliers)

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

Company does not reclaim its products at the end of life. Hence, Company does not have an entity level procedure for safe reclaim of the Company's products for reusing, recycling, and disposing at the end of life.

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.

Yes, EPR for plastics waste is applicable to Company's activities. A waste collection plan is prepared internally which is in line with the requirement of EPR. This is then submitted to the Central Pollution Control Board (CPCB) for compliances. Company considers it a business imperative that it ensures safe disposal of the pre-consumer and post-consumer packaging. The company, through appointed WMA, has collected and sustainably disposed 70% of the plastic packaging waste i.e. 27.58 MT of post-consumer plastic waste & pre-consumer/plant plastic waste as per the instruction from CPCB.

Leadership indicators

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

We have not undertaken LCA for any of our products. However, as per Corporate strategic guidelines we have started DFS (Design for Sustainability) on all new product developments starting from this year. Process of DFS has already been initiated in projects like C2000, Kira etc. which would be completed during the course of the year.

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 the risk/ concern	Action Taken
Not Applicable.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Presently we are not monitoring the recycle or reused input material in the process.

Indicate input material	Recycled or re-used input material to total material	
	FY2023-24	FY2022-23
-	-	-

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

	FY2023-24			FY2022-23		
	Re-Used	Recycled	Safety Disposed	Re-Used	Recycled	Safety Disposed
Plastic (including packaging)	0	27.8	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Presently we are not reclaiming any of our products and its packaging material.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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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)
Permanent Employees											
Male	344	344	100	344	100	-	-	344	100	0	0
Female	36	36	100	36	100	36	100	-	-	0	0
Total	380	380	100	380	100	36	9.47	344	90.53	0	0
Other than Permanent Employees											
Male	86	86	100	86	100	-	-	0	0	0	0
Female	11	11	100	11	100	11	100	-	-	0	0
Total	97	97	100	97	100	11	11.34	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	159	159	100	159	100	-	-	0	0	0	0

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Female	0	0	0	0	0	-	-	-	-	0	0
Total	159	159	100	159	100	-	-	0	0	0	0
Other than Permanent workers											
Male	384	384	100	384	100	-	-	0	0	0	0
Female	3	3	100	3	100	3	100	-	-	0	0
Total	387	387	100	387	100	3	0.78	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:

	FY2023-24	FY2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.37%	0.36%

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

Benefits	FY2023-24			FY2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Not Applicable	100	100	Not Applicable
ESI*	Not Applicable			0	100	Yes
Others – please specify	Not Applicable					

* None of our employees are eligible for ESI benefits as per the ESI regulation

3. 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, company's manufacturing facility at Naroda has been designed keeping in mind inclusivity and accessibility, the main building at the facility is equipped with access ramps at entrance, wheelchair facility, and specially built washrooms with grab bars for support. The corporate office at Bangalore and office spaces at other locations have wheelchair facility.

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.

Yes, the Company does have an equal opportunity policy which is in line with the Rights of Persons with Disabilities Act, 2016. Following is the weblink to access it online: <https://www.irco.com/en-in/>

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	88.89%	91.3%	0	0
Female	66.67%	100%	0	0
Total	83.33%	91.67%	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.

	Yes/No (If Yes, then give details of the mechanism in brief)	Details of mechanism
Permanent Workers	Yes	Yes, Company has put in place a robust grievance redressal mechanism for employees and workers which has been detailed in the Policy on redressal of Stakeholders' Grievances. Employees and workers of IRIL can share their concerns initially to their points of contacts at the company, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at nsamant@irco.com Within 30 days of the receipt of the Grievance, the Officer shall ensure due resolution of the said Grievance. In the event the resolution is taking more than the assigned time of 30 days'
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

	Yes/No (If Yes, then give details of the mechanism in brief)	Details of mechanism
		the Officer shall bring up the Grievance to the Committee for grant of more time for resolution or in the event the Grievance cannot be resolved to the satisfaction of the Stakeholders, same should be brought to the notice of the Committee for further directions.

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

Category	FY2023-24			FY2022-23		
	Total employees / workers in respective category (A)	No. of employees ⁴ / 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 ⁵	380	0	0	374	0	0
- Male	344	0	0	336	0	0
- Female	36	0	0	38	0	0
Total Permanent Workers	159	159	100	161	161	100
- Male	159	159	100	161	161	100
- Female	0	0	0	0	0	0

⁴ Permanent Employees are not associated with unions. However, there are no restriction from Ingersoll side to its employees to join any union.

8. Details of training given to employees and workers:

Category	FY2023-24					FY2022-23				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (A)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	430	430	100	21	4.88	459	459	100	59	12.85
Female	47	47	100	0	0	46	46	100	2	4.35
Total	477	477	100	21	4.40	505	505	100	61	12.08
Workers										
Male	543	543	100	72	13.26	540	540	100	170	31.48
Female	3	3	100	0	0	5	5	100	0	0
Total	546	546	100	72	13.19	545	545	100	170	31.19

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

	FY2023-24			FY2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	344	325	94.48	336	309	91.96
Female	36	35	97.22	38	35	92.11
Total	380	360	94.73	374	344	91.98
Workers						
Male	159	159	100	161	161	100
Female	0	0	0	0	0	0
Total	159	159	100	161	161	100

Every employee is eligible for an annual performance and career development review. Workers are eligible for an annual performance as per wage agreement. At IRL, we follow a financial year cycle i.e., April to March for performance and career development review. In the above table, % of employees / workers not covered are largely those who have remain employed with six months and if not, as they would be covered in next year's performance review.

10. Health and safety management system:

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

Yes. Company has implemented ISO 45001:2018 Occupational Health and Safety Management System (OHSMS) at the corporate office in Bangalore as well as the manufacturing plant at Naroda, Ahmedabad. This certification is valid till December 23, 2026. Annual internal audits are conducted to ensure continuous improvement in safety standards and performance.

Scope: Design, Manufacture, Supply of air compressors, Inert gas Compressors including reciprocating, centrifugal & rotary screw compressors, dryers, blowers including provision of system solution and supply of spare.

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

Being certified to ISO 45001, Company has a robust procedure for Hazard Identification and Risk Assessment (HIRA). The findings from dynamic Job Safety Assessment (JSA) for non-routine works along with the Permit to Work System (PTW) are considered while developing the HIRA. As a business practice, any process change or fatality would instigate necessary changes to the HIRA and associated procedures as the organization follows systematic approach to organizational changes through Management of Change (MOC), ensuring the continued safety of the workforce throughout the process.

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

Yes, Company has robust processes and measures for reporting work-related hazards and to remove themselves from such risks. Through their established HIRA register and dynamic Job Safety Assessment (JSA), the workers are encouraged to report any EHS concern due to unsafe action or conditions as well as near miss cases. We have various initiatives focusing on reducing hazards, risks and incidents like conducting BBS (Behavior Based Safety) observations periodically, observing the behavior of a person and determining what follows when this behavior occurs.

All are sensitized on all salient safety aspects through training. Along with this, periodic safety meetings are held by the Safety Committee Forum as well as during employee town hall meetings where the details of the occurrence of the incidents (if any) will be discussed along with the corrective measures.

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

Yes, Company provides access to all employees and workers for non-occupational medical and healthcare services through annual health check-ups at the paneled hospitals.

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

No safety related lost time Injury/ incidents are reported

Safety incident/ numbers	Categories	FY2023-24	FY2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Following measure taken to ensure the Health & Safety at workplace:

- Ergonomics development drive initiated at organization level to improve the workplace condition.
- Management of change (MOC) procedure implemented to address the changes & its related risk controls.
- Identification badge provided for all the Material Handling Equipment (MHE)trained personnels to ensure the identity.
- Anti-collide devices installed on the EOT crane to ensure the hitting hazards between two cranes.

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

	FY2023-24			FY2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

Note: No complaints has been reported from employees and workers of Ingersoll-Rand (India) Limited

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	12.5%*
Working Conditions	100% (as there is only one plant)

*The given nos IRL's one plant located Naroda, Gujarat

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.

ISO 45001:2018 (OHSMS)

- 1) T30 test cell electrical connection has been routed through the boom provision & additional sleeve are deployed on the cables. Checking mechanisms is established for the same.
- 2) First aid box consumption tracking system has been developed & implemented at site
- 3) Awareness has been given to the respective employees on importance & used of emergency equipment in case of emergency scenarios
- 4) Chemical labeling & its usage training has been imparted to the respective employees to enhance the awareness on chemical management & its handling

14001:2015 (EMS)

- 1) Waste segregation awareness has been imparted to the employees & waste segregation bins are mapped according to the generation of waste category
- 2) Treated water sample collection point has been defined & same was communicated to the concerned ETP operational team for further implementation
- 3) Hazardous Waste (HW) are stored in the designated place & ensured the identification marked on storage area.

Leadership indicators

- 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Employees: Y
Workers: Y

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

This is being reviewed during initial supplier audits through audit questionnaire section " Human Rights and Labor Relations". Suppliers maintain legal documentations related to labor and wages, reviewed by government authorities.

- 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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

No high consequence work-related injury / ill-health / fatalities is reported.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023-24	FY2022-23	FY2023-24	FY2022-23
Employees	0	0	0	0
Workers	0	0	0	0

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	31%
Working Conditions	31%

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.

No Risks were identified during Health and Safety practices during assessment of Value chain partners. No corrective actions pending.

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.

The Company defines key stakeholders as persons or groups of individuals or institutions who play an essential role in the business value chain and plays an important role in a company's long-term success. Key stakeholders can help companies minimize risks and grow their business. From an organizational of point of view, the key stakeholders are

- Government/regulators
- Business associations/industrial bodies
- Academic and research institutions
- NGO's (Civil Society)
- Investors/Shareholders
- Customers
- Employees
- Suppliers
- Distributors

The processes of identifying key stakeholders are based on company's policy /regulatory issues, CSR Policy and focus areas, positioning thought leadership, promotion of business and also Innovation and technological development. Based on these factors, the key stakeholders to work with are identified.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and other regulators	No	<ul style="list-style-type: none"> • Emails • Telephonic Calls • Face to Face Meetings • Committee Meetings 	Quarterly/Bi monthly	<ul style="list-style-type: none"> • Certification • Foreign Manufacturing License • Production Linked Incentive Scheme benefits to Hydrogen Compression System.
Employees	No	<ul style="list-style-type: none"> • Emails • Notice boards and digital display platforms • Employee engagement survey • Common/central announcements • Weekly meeting • Quarterly townhall 	Need-based/periodic	strategy to achieve business numbers, tax awareness, safety awareness, career development, performance appraisal discussions, interaction with senior management, team building and engagement activities (festive celebrations, sports tournaments,) etc.
Workers	No	<ul style="list-style-type: none"> • Notice boards and digital display platforms • Employee engagement survey • Common/central announcements • Weekly meeting • Quarterly townhall • Monthly meeting with union bearers • Shopfloor daily meeting (on production) • Monthly team dinners/lunch 	Need-based/periodic	wage agreement and associated benefits, strategy to achieve business numbers, retirement plan, awareness on taxation, Kaizen improvement, earth day, safety week, festive celebrations, sports tournaments, etc.
Suppliers	No	Formal annual Suppliers meet, one-on-one meetings/interactions	Annually/need-based	Business related orientation, technical aspects, strategic plan overview/action discussion, partnership avenues, product launches
Distributors	No	Formal annual Distributors meet, one-on-one meetings/interactions	Annually/need-based	Business related orientation, technical aspects, strategic plan overview/action discussion, partnership avenues, product launches,

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Customers	No	One-on-one interactions, customer events, customer service centre, NPS survey	Annually/need-based	Meeting customer's specific needs, Timely availability of products and services, complaints regarding products and services, pre and post sales and service
Communities	Yes	NGO programs, Volunteering	Need-based	CSR activities on the following themes: providing education & skill development, healthcare, conservation of environment and community development
Industrial Bodies (Confederation of Indian Industry)	No	<ul style="list-style-type: none"> • Emails • Telephonic Calls • Committee Meetings • Face to Face Meetings 	Quarterly /Monthly based on need	<ul style="list-style-type: none"> • Positioning the thought leadership • Advocacy to Govt of India on manufacturing related issues. • Promotion of Business • Positioning thought leadership
NGOs /Civil society organizations	No	<ul style="list-style-type: none"> • Emails • Telephonic Calls • Face to Face Meetings 	Weekly	For implementing CSR Projects in the area of Education & Skill Development, Healthcare, Conservation of Environment and Community Development.
Investors	No	AGM	Annual	Business performance, new product development, succession plan, dividend distribution, business expansion

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.

Organization have Corporate Social Responsibility (CSR) committee comprised of Chairman and Board members. This committee periodically seek report and meet to discuss on approved projects. Committee strictly monitor the quality of implementation of projects and ground level impacts.

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.

Consultation with the Stakeholders is paramount to us. To create long-term value, we take steps to understand each stakeholder group's needs and priorities through several mediums, including direct engagement or via delegated committees and forums.

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

At Ingersoll Rand, we are committed to good corporate citizenship and believe that advancing the quality of life requires taking an active role in addressing the social issues impacting our company and communities. Company has continued its CSR initiatives to focus on providing education, skill development, healthcare, conservation of environment and community development. These initiatives focused on vulnerable/marginalized stakeholder groups.

In Financial Year 2023-24, under CSR initiatives Ingersoll Rand Focused on following Initiatives:

- Supported Akshaya Patra for feeding of 5000 government and government aided school children for a period starting from 1st April 2023 tp 31st March 2024 and 2190 beneficiaries in government and government aided schools between February 2024 and March 2024.
- Increasing access to primary healthcare services to support of under privileged people with special focus on women and children in the location of Naroda /Ahmedabad, Gujarat. - During the Financial Year 2023 -24 successfully reached to 16,754 direct beneficiaries' (14,919 direct Consultation / Treatments through Smile on Wheels (257 OPD's) & 1,835 from 3 Eye Checkup Camp's).

- Sponsoring 100 meritorious & financially deserving students for the complete duration of their engineering course from Tamil Nadu, Gujarat, Chhattisgarh, UP, West Bengal, Uttarakhand, Haryana, Madya Pradesh, Tripura, Kerala , Bihar , Puducherry, Assam. 50 percent of the cohort comprises of female scholars
- Supported Agastya for Mobile Science lab. The Mobile Science Lab is a large well-fitted van with lab equipment and models (Physics, Chemistry, and Biology) that travels with a driver and instructors. Conducted 48 School Visit, 196 School Session with science model demonstration and covered 3714 Boys, 3511 Girls & 111 teachers. Agastya instructors build on children's innate curiosity through models made from easily available reusable materials.
- Trained 350 candidates for the job of a CNC operator machine technician level 3 in the automotive sector/ industry. Placement is more than 80%.
- Lakh rejuvenation project in Gurgaon (Year-III - In third phase (FY 2023 -24) Ingersoll Rand in partnership with GMDA (Gurugram Metropolitan Development Authority) and SEEDS (Sustainable Environment & Ecological Development Society) developed other side of Lake. Focused on Cleaning of surface, Floating fountain, Landscaping Lake Bank Development, Jogging Track, Seaters, Plantation and Lighting.
- Supported Apang Manav Mandal for skill development for 75 PWD candidates the area of Graphic Design and Digital marketing.
- Supported The Earth Saviors Foundation for setting up a Sewage Treatment Plant (STP) tank to provide aid comfort to the old and homeless.

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			FY 2022-23		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	380	330	86.84%	374	0	0%
Other than permanent	97	93	95.88%	131	0	0%
Total Employees	477	423	88.68%	505	0	0%
Workers						
Permanent	159	159	100%	161	0	0%
Other than permanent	387	318	82.17%	384	0	0%
Total Workers	546	477	87.36%	545	0	0%

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

Category	FY2023-24					FY2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No.(C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F /D)
Employees										
<i>Permanent</i>	380	0	0	380	100	374	0	0	374	100

Category	FY2023-24					FY2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No.(C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F /D)
Male	344	0	0	344	100	336	0	0	336	100
Female	36	0	0	36	100	38	0	0	38	100
Other than Permanent	97	0	0	97	100	131	23	17.55	108	82.45
Male	86	0	0	86	100	123	22	17.89	101	82.11
Female	11	0	0	11	100	8	1	12.5	7	87.5
Workers										
Permanent	159	0	0	159	100	161	0	0	161	100
Male	159	0	0	159	100	161	0	0	161	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	387	342	88.37	45	11.62	384	345	89.84	39	10.16
Male	384	339	88.28125	45	11.72	379	340	89.71	39	10.29
Female	3	3	0	0	0	5	5	100	0	0

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

a. Median remuneration/ wages:

(in INR Lakhs)	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	12	2	12
Key Managerial Personnel	3	76.83	0	0
Employees other than BoD and KMP	344	15.54*	36	15.92*
Workers	159	4.5*	0	0*

*Salary mentioned is only for permanent employees and workers.

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

	FY2023-24	FY2022-23
Gross wages paid to females as % of total wages	8.11	9.96

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

No. At present, Company does not have an India-specific focal point for addressing human rights impacts or issues caused or contributed to by the business. However, as per the IR's Global Human Rights Policy, which is applicable to all its employees globally, Senior Vice President of Human Resources and Global Director of Diversity, Equity and Inclusion are accountable for human rights related aspects. The policy also lists out the modes of reporting suspected violations of the human rights policy which includes Ingersoll Rand Global Ethics Hotline number & Email ID.

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

Employees/workers are free to raise their concerns/grievances related to human rights through the appropriate authorities like Internal Complaints Committee (ICC), inquiry committee, Safety Committee Forum. These complaints shall be investigated further and handled by the relevant authorities in a confidential manner.

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

No complaints filed by employees and workers.

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced Labor/Involuntary Labor	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

Note: No such complaints have been reported

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

IR's global Code of Conduct states that the organization has a strict non-retaliation policy. If a complainant feels retaliated against for raising a concern/helping investigate a concern, the person can reach out to Global Ethics Hotline or the Legal or Compliance Department. Furthermore, the global human rights policy clearly states that no retaliatory action will be tolerated against the complainant for reporting, in good faith, a violation or suspected violation of the Policy. Except where restricted by local laws, each employee is required to cooperate in any internal or external investigation of suspected wrongdoing.

IRIL has commissioned an Internal Complaints Committee (ICC) to investigate into the complaints of sexual harassment. The inquiry committee shall maintain confidentiality of the complainant, the respondent, and the witnesses. The Company shall ensure that the complainant(s) and the witness(es) are not subjected to any unfavorable treatment whatsoever during the course of her/his employment.

With respect to whistle blower cases, the identity of the complainant and the witnesses (if any), will be kept confidential to the extent possible and any such disclosure be made only on a need-to-know basis and the requirements of the investigation by the Audit committee. As per the IRIL's whistleblower policy, complete protection will be given to Whistle Blower against any unfair practice like retaliation or any type of harassment, biased behavior or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his/her duties or functions including making further Protected Disclosure. However, the complainant may face disciplinary action if the allegations were found to be made despite knowing it to be false or bogus or with a male fide intention.

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

Yes. Human rights requirements form a part of Company's business agreements and supplier contracts. For suppliers, we expect human rights compliance as they have to abide by Ingersoll Rand's supplier code of conduct which explicitly states prohibition of child and forced labour, discrimination and harassment, and mandates compliance to applicable wage and hour laws, and freedom of association. Suppliers shall ensure full compliance with all local laws and regulations including but not limited to anti-bribery and anti-corruption, data protection, minimum wages, prevention of sexual harassment, and payment of statutory dues.

10. Assessment for the year:

None of our plant/offices were assessed by entity or statutory authorities or third parties

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	0
Forced/involuntary labor	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

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

Not Applicable.

Leadership indicators

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

None, as we did not observe any human rights related grievance or complaint.

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

No human rights due-diligence conducted.

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

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

Essential indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:⁶

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A) GJ	3334	3342.99
Total fuel consumption (B) GJ		
Energy consumption through other sources (C) GJ		
Total energy consumption from renewable sources (A+B+C) GJ	3334	3342.99
From non-renewable sources		
Total electricity consumption (D) GJ	7414.22	5112.77
Total fuel consumption (E) GJ	1878.80	2409.94
Energy consumption through other sources (F) GJ		
Total energy consumed from non-renewable sources (D+E+F)	9293.02	7522.71
Total energy consumed (A+B+C+D+E+F)	12627.02	10865.70
Revenue in (in INR Lakhs)	121369	115079
Energy intensity per rupee of turnover (<i>Total energy consumption/Revenue from operations in rupees</i>) (GJ/Lakhs INR)	0.104	0.094
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	0.025	0.023
Energy intensity in terms of physical output	Not Monitored	Not Monitored
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

Note: Note: The revenue from operations has been adjusted for PPP using the latest PPP conversion factor published by the World Bank for India for the year 2023, which is 20.22

In FY2022-23 there was a typological error in the total fuel consumption, and this is updated in the FY2023-24 reporting.

The energy consumption of manufacturing facility at Naroda has been considered for the calculation. The facility at Naroda represents the significant location of operation for the company.

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

No.

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

No, since Company does not come under the category of Designated Consumers.

- 3. Provide details of the following disclosures related to water, in the following format:⁷**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	17145
(ii) Groundwater	0	0
(iii) Third party water	16660	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	16660	17145
Total volume of water consumption (in kiloliters)	16660	17145
Revenue in (in INR Lakhs)	121369	115079
Water intensity per rupee of turnover (Water consumed / Revenue from operations) (KL/Lakhs INR)	0.137	0.149

⁷ The water consumption of manufacturing facility at Naroda has been considered for the calculation. The facility at Naroda represents the significant location of operation for the company.

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.033	0.037
Water intensity in terms of physical output	Not Monitored	Not Monitored
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

Note: The revenue from operations has been adjusted for PPP using the latest PPP conversion factor published by the World Bank for India for the year 2023, which is 20.22

Please note that only the water consumption of manufacturing facility at Naroda were considered for the calculation. The facility at Naroda represents the significant location of operation for IRIL.

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

No.

4. Provide the following details related to water discharged:

Parameter	FY2023-24	FY2022-23
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	0	0

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.

Yes. Our manufacturing facility at Naroda has installed efficient wastewater treatment plants (ETP and STP).

- Industrial effluent is treated in the in-house ETP. The treated effluent generated at the ETP is further subjected to tertiary treatment comprising of RO and UV. 100% of the resulting treated wastewater is reused in the process i.e. Paint Shop (Approx. 2 KL /Day). The Remaining RO residue is disposed off in the evaporators.
- Domestic effluent treated is in the STP and treated wastewater is used in our landscaping purpose and toilet flushing

6. Please provide details of air emissions (other than emissions) by the entity, in the following format:⁸

Parameter	Please specify unit	FY2023-24	FY2022-23
NOx	µg/m3	16.91	13.48
Sox	µg/m3	15.16	24.72
Particulate matter (PM)	µg/m3	48.05	17.89
Persistent organic pollutants (POP)	µg/m3	0	0
Volatile organic compounds (VOC)/Emission from Paint and thinner	In Tons	202.56	0
Hazardous air pollutants (HAP)	µg/m3	0	0
Others – please specify			

The air emission of manufacturing facility at Naroda were considered for the above calculation. The facility at Naroda represents the significant location of the operations for the Company. Further, the statistics provided in the above table

⁸ Please note that only the air emissions of manufacturing facility at Naroda were considered for the calculation. The facility at Naroda represents the significant location of operation for IRIL. Furthermore, the statistics in presented in the table represent annual average values of the various air emission parameters. For FY 23 -24, the value of NOx, SOx and PM mentioned above table are the average value from April 2023 to March 2024

represent annual average values of the various air emission parameters. For FY 2023-24, the value of NOx, SOx and PM mentioned above are the average value from April, 2023 to March 2024.

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

No.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:⁹

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	88.83	114.98
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	1476	1016.87
Total Scope 1 and Scope 2 emissions	<i>Metric tonnes of CO2 equivalent/INR Lacs</i>	1564.83	1131.86
Revenue(in INR Lakhs)		121369	115079
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO2 equivalent/INR Lacs	0.013	0.01
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)		0.003	0.002
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Monitored	Not Monitored
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		0	0

⁹ Please note that only the greenhouses emissions of Naroda were considered for the calculation. The facility at Naroda represents the significant location of operation for IRIL.

Note: Note: In FY 2022-2023, reported scope 1 emission has been revised owing to correction in emission factor.

The revenue from operations has been adjusted for PPP using the latest PPP conversion factor published by the World Bank for India for the year 2023, which is 20.22

The greenhouse emission of manufacturing facility at Naroda were considered for the above calculation. The facility at Naroda represents the significant location of operation for the Company.

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.

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

Yes, we have implemented following projects for reducing greenhouse gas emission through energy conservation. Brief details of the projects have been listed below.

- a. Use of HVLS fans to improve HVAC efficiency and saving 8000 units a year.
- b. Use of VFDs in AHUs and replacement of plant compressor with energy efficient and VFD drive saving 30000 units a year.

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

Parameter	FY2023-24	FY2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	29.05	28.84
E-waste (B)	1.80	4.91
Bio-medical waste (C)	0.03	0.009
Construction and demolition waste (D)	0	0
Battery waste (E)	6.51	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (waste consists of Paint Sludge, ETP Sludge, Chemical containers & Oily rags) (G)	39.65	22.87

Parameter	FY2023-24	FY2022-23
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Metal waste, Corrugated boxes, wooden waste, Paper waste, plastic waste, etc.)	614.12	710.23
Total (A+B+C+D+E+F+G+H)	691.16	766.85
Revenue (in INR Lakhs)	121369	115079
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) (metric tonnes/Lakhs INR)	0.006	0.007
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.001	0.002
Waste intensity in terms of physical output	Not Monitored	Not Monitored
Waste intensity (optional)- the relevant metrics may be selected by the entity	Not Applicable	Not Applicable
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonne.		
Category of waste		
(i) Recycled	585	670.01
(ii) Re-used	72	86
(iii) Other recovery operations	0	0
Total	657	756.01
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.02	5.93
(ii) Landfilling	0	4.91
(iii) Other disposal operations	0	0
Total	0.02	10.84

Note: The revenue from operations has been adjusted for PPP using the latest PPP conversion factor published by the World Bank for India for the year 2023, which is 20.22

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

No.

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

Waste generation being an inevitable part of manufacturing process, efforts have been taken to create value from waste. With an aim to divert a significant quantum of waste from going to the landfills, the Company has adopted systems and procedures that helps repurpose used material and reintroduce excess material into the production process. The Company follows the '3R' strategy of Reduce, Reuse and Recycle for our waste management. The Company follows legally prescribed procedures and applies environmentally sound disposal techniques for disposing hazardous waste whereas the non-hazardous waste is sold to authorized recyclers.

The company has implemented use of low air pressure system for painting operations which has reduced solvent and paint emissions. Furthermore, the company has transitioned to using low VOC paint instead of traditional paints in the process. Since VOCs evaporate, subsequently transferring harmful chemicals into the air, switching to low VOC paint will be better for improving air quality as these paints off-gas lesser than the traditional paints.

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:

Not applicable, as IRIL does not have operations in any eco sensitive areas.

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

Our current operations don't fall under the purview of EIA notification, thus, we haven't undertaken EIA in FY 2023-2024

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	Not Applicable		No	No	

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. IRIL is compliant with all the applicable environmental law/regulations.

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	Details of fines / penalties / action	Corrective action taken, if any
	None	-	-	-	-

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	FY2023-24	FY2022-23
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	0	0
Total volume of water consumption (in kiloliters)	0	0
Turnover from operations(in INR Lakhs)	121369	115079
Water intensity per rupee of turnover (Water consumed / turnover) (KL/Lakhs INR)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	0	0
- No treatment	0	0
-With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0

Parameter	FY2023-24	FY2022-23
- No treatment	0	0
-With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
-With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
-With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
-With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

No

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

Parameter	Unit	FY2023-24	FY2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	0	0
Revenue from operations (in INR Lakhs)		121369	115079
Total Scope 3 emissions per rupee of turnover *	Metric tonnes of CO2 equivalent/INR Lacs	0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0	0

*Note: Currently we don't have any procedure to monitor and measure Scope 3 emission

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

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

Not Applicable, since none of our operations are located in ecologically sensitive areas

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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1	Co-processing of Hazardous waste	<ul style="list-style-type: none"> ▪ Searching of authorized co-processors (Cement industries) in the nearby areas ▪ Initiate finger-print analysis for hazardous waste samples ▪ Finalized agreement with co-processor (M/s Wonder Cement) for co-processing of hazardous waste 	<ul style="list-style-type: none"> • Reduce disposal cost 11.5 Rs/ Kgs • Reduce approx. 55 Tons GHG emission / annum • Minimized negative impact on environment ▪ Environmentally safe disposal method of hazardous waste ▪ Minimized negative impact on environment ▪ Substitute of fossil fuel & raw material ▪ Fulfilled local statutory requirement •
2	Implement returnable packing for small recipe (compressor)	<ul style="list-style-type: none"> ▪ Continue expanding returnable packaging with use of collapsible pallets and enclosed boxes for cast and machined components, Kitting trolleys for sheet metal parts ▪ Focus on reuse of supplier packaging consumable to turn into shippable boxes to our customers ▪ Leverage Green X in our waste profile improvement process 	<ul style="list-style-type: none"> • Significantly reduce the packing cost • Reduce the waste

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

Yes. We have a defined "On Site Emergency Plan". The objective of the "On Site Emergency Plan" envisages the complete management activities and safety precautions being observed for prevention and control of accidents as well as action plans in the event of disastrous accidents. The objective is also to provide guidelines for handling emergencies involving situations arising out of accidents and errors in plant operations. The emergency control & communication system will be monitored by our Operational Director, Site Controller, Incident Controller and other key persons.

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.

No Significant Effect arising from the value chain of entity. We have taken measurement to control product by reviewing RoHS compliant material (Restrictive of Hazardous Substance) and TSCA 2021 free chemicals (Toxic Substance Control Act 2021) usages throughout supply chain. For example, Trivalent Plating used on zinc plated components, RoHS compliant powder coating and electrical wiring.

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

54%

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.**

One

- 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)	Remarks (if any)
1	Confederation on Indian Industries (CII)	State and National Level	

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.**

There have been no instances of issues by the regulatory authorities related to anti-competitive conduct.

Leadership indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable					

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
In FY 2023-2024, We haven't carried out any such activity which mandatorily requires SIA.					

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)	No. of PAF's covered by R&R	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable. In FY 2023-2024, we haven't carried out any such activity which mandatorily requires R&R							

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

Not Available

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

	FY2023-24 % spend	FY2022-23 % spend
Directly sourced from MSMEs/ small producers	33.2%	34.6 %
Directly from within India	54.5%	51.5 %

Note: The numbers provided above is procurement of raw material only.

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	FY2023-24	FY2022-23
Rural	0	0
Semi-urban	0	0
Urban	56.51%	58.37%
Metropolitan	7.91%	7.61%

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

Leadership indicators

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

Details of negative social impact identified	Corrective taken
Not Applicable.	

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

S.No.	State	Aspirational District	Amount spent (In INR Lakhs)
1	Gujarat – Ahmedabad	-	140.76107
2	Gujarat & Other States	-	55
3	Haryana – Gurgaon	-	144.25951

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?

Not Applicable

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

Not Applicable

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

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

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects	No. of persons belonging to vulnerable and marginalized groups who benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	<p>Health Care & Nutrition</p> <ul style="list-style-type: none"> • Mid-Day Meal Programme • Smile on Wheels (Primary Health Care Services) 	<ul style="list-style-type: none"> • Feeding Mid-Day meal for 7190 government and government aided schoolchildren's. • 16,754 direct beneficiaries' (14,919 direct Consultation / Treatments through Smile on Wheels (257 OPD's) & 1,835 from 3 Eye Checkup Camp's). 	<p>100%</p> <p>100%</p>	<p>100%</p> <p>100%</p>
3	<p>Skill Development</p> <ul style="list-style-type: none"> • Automotive Machining (CNC Machine Operation) • Skill Development for (PWD) Handicapped Persons. 	<p>Trained 350 candidates for the job of a CNC Operator Machine Technician level 3 in the automotive sector.</p> <ul style="list-style-type: none"> • Skill development for 75 PWD candidates the area of Graphic Design and Digital marketing. 	<p>100%</p>	<p>100%</p>

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects	No. of persons belonging to vulnerable and marginalized groups who benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
4	Environment Sustainability and Community Development	<ul style="list-style-type: none"> • Lakh rejuvenation project in Gurgaon (Year-III - In third phase (FY 2023 -24) Ingersoll Rand in partnership with GMDA and SEEDS developed other side of Lake. Focused on Cleaning of surface, Floating fountain, Landscaping Lake Bank Development, Jogging Track, Seaters, Plantation and Lighting. • Supported The Earth Saviours Foundation for setting up a Sewage Treatment Plant (STP) tank to provide aid comfort to the old and homeless. 	Environment Sustainability and Community Development	Environment Sustainability and Community Development

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

Essential indicators

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

The Customer Support Center is used as a platform for external grievance handling by customers and channel partners.

They can lodge grievance by just sending a mail or a call on the dedicated toll-free number and it acts as a single point of contact for all queries and complaints. This is a robust customer support service having end-to-end tracking mechanism with -

- 80% of the calls are being answered
- 20% of the calls are being called back
- Guaranteed response within one hour
- 100% of all inquiry / service request receive follow-up communication everyday

Average complaint closure tenure is 8 days.

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

	Turnover with respect to: (INR Lakhs)	As a percentage to total turnover (%)
Environmental and social parameters relevant to the product	121369	100
Safe and responsible usage	121369	100
Recycling and/or safe disposal	0	0

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

	FY2023-24			FY2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	We have not received consumer complaints in FY 2023-2024
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	Not Applicable	Not Applicable		Not Applicable	Not Applicable	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	0	Not applicable
Forced recalls	0	Not applicable

Note: We don't have such issues

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.

Yes.

An IT Security framework has been established based on NIST CSF, NIST 800-171, NIST 800-53 and ISO 27001.

Ingersoll Rand Inc., which is our ultimate holding company, has developed a Privacy Policy. The privacy policy is available

on our intranet.

At Ingersoll Rand (“IR”) we are committed to protecting the information that we hold about you, our employees, temporary staff, partners, trainees/apprentices, agency staff and self-employed consultants and respecting your privacy. We want to be clear about the information that we keep as well as how we look after it and what we use it for.

This Privacy Notice provides more detail on this and how we comply with applicable data protection legislation. The policy can be accessed at: <https://www.irco.com/en-in/terms>

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.

Nil

7. Provide the following information related to data breaches:

a. Number of instances of data breaches

0. No cases of data breaches are reported.

b. Percentage of data breaches involving personally identified information of customers.

0

c. Impact, if any, of the data breaches

Not Applicable

Leadership indicators

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

Type	Description	Web link
Platform	Ingersoll Rand Website	https://www.irco.com/en-in/invest
Platform	Social Media - LinkedIn	https://www.linkedin.com/company/3199022/admin/feed/posts/
Others (please specify)	Trade Magazines	

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

Ingersoll Rand Innovative development of intrinsically sustainable products delivers efficiency, circularity and safety to customers across all sectors /markets / regions. Every product of Ingersoll Rand supply to customer will have safety manual , drawing and procedures to use the products as per Industry Standards. Ingersoll Rand also has strong experienced service team across the country who continuously touch with customers and train and sensitize about machine operation and safety for efficient utilization of machine. Ingersoll Rand deliver the products that protect the health and safety of our customers' associates. This includes technicians, operators, engineers, assemblers, and other personnel who install, operate, maintain and organization has technology in place where service team can monitor machine performance (including safety aspect) remotely.

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

Not applicable, as we are not in the business of providing essential services

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No