



Saint-Gobain Sekurit India Limited  
Registered Office & Works : Plot No. 616, Village Kuruli,  
Pune-Nashik Road, Chakan, Dist, Pune - 410 501  
Tel : 91-2135-676 400/01 Fax : 91-2135-676 444

July 1, 2024

**BSE Limited**  
**Phiroze Jeejeebhoy Towers**  
**Dalal Street**  
**Fort**  
**Mumbai 400 001**

**Scrip Code No. 515043**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Reporting for the financial year 2023-24**

Please find enclosed the Business Responsibility and Sustainability Reporting (“BRSR”) for the financial year 2023-24, which forms an integral part of the Annual Report of the Company.

The Annual Report containing the BRSR is also available on the Company’s website, [www.sekuritindia.com/investor\\_information](http://www.sekuritindia.com/investor_information).

Please take the same on record.

Thanking you,

Yours faithfully,  
For **Saint-Gobain Sekurit India Limited**

**Girish T. Shajani**  
**Company Secretary**  
**Membership No. A 22547**

**Encl: As above.**



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity:

1. **Corporate Identity Number (CIN) of the Listed Entity:** L26101MH1973PLC018367
2. **Name of the Listed Entity:** Saint-Gobain Sekurit India Limited
3. **Year of incorporation:** 1973
4. **Registered office address:** Plot No. 616 & 617, Village Kuruli, Pune-Nashik Road, Chakan, Pune 410501
5. **Corporate address:** As above
6. **E-mail:** sekurit.investors@saint-gobain.com
7. **Telephone:** +91 2135 676 400
8. **Website:** www.sekuritindia.com
9. **Financial year for which reporting is being done:** 2023-24
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited
11. **Paid-up Capital:** ₹ 911,057,000/-
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**

Mr. Venugopal Shanbhag, Managing Director DIN 08888359 (ceased to be Managing Director with effect from close of business hours of May 4, 2024) Telephone number: +91 235 676 400 Email id: venu.shanbhag@saint-gobain.com	Mr. K.S. Gopalakrishnan, Managing Director DIN 10601515 (appointed as an Additional Director and Managing Director with effect from May 5, 2024) Telephone number: +91 235 676 400 Email id: gopalakrishnan.ks@saint-gobain.com
--	---

13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):**

The disclosure under this report are for Saint-Gobain Sekurit India Limited on a standalone basis.

#### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of laminated glass	100%

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

Sr. No.	Product/Service NIC Code	NIC Code	% of total Turnover contributed
1.	Laminated Glass	23101	100%

#### III. Operations

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

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

**17. Markets served by the entity:**
**a. Number of locations**

Locations	Number
National (No. of States)	PAN India - 17 States - 1 Union Territory
International (No. of Countries)	2

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

3.06%.

**c. A brief on types of customers**

Saint-Gobain Sekurit India Limited caters to private sector customers in Auto and Automotive Aftermarket.

**IV. Employees**
**18. Details as at the end of Financial Year:**
**a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	55	47	85%	8	15%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>55</b>	<b>47</b>	<b>85%</b>	<b>8</b>	<b>15%</b>
<b>WORKERS</b>						
4.	Permanent (F)	43	43	100%	-	-
5.	Other than Permanent (G)*	233	212	91%	21	9%
6.	<b>Total workers (F + G)</b>	<b>276</b>	<b>255</b>	<b>92%</b>	<b>21</b>	<b>8%</b>

\* Includes employees on third party payroll or contract labour.

**b. Differently abled Employees and workers:**

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

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	3	-	-



**20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

	FY 2023-24 (Turnover rate)			FY 2022-23 (Turnover rate)			FY 2021-22 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	-	24%	5%	-	5%	8%	2%	10%
Permanent Workers	-	-	-	-	-	-	-	-	-

This calculation been done based on the average head count of previous two years.

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

**21. (a) Names of holding / subsidiary / associate companies / joint ventures:**

Sr. 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.	Compagnie de Saint-Gobain ("CSG") a. Saint-Gobain Sekurit France - 48.26%; b. Saint-Gobain India Private Limited - 26.74%	Ultimate Holding	-	No. CSG have their own Business Responsibility initiatives
2.	Saint-Gobain Sekurit France	Holding	-	No. The Company has its own Business Responsibility initiatives
3.	Saint-Gobain India Private Limited	Holding	-	No. The Company has its own Business Responsibility initiatives

**VI. CSR Details**

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

(ii) Turnover : ₹19,782.90 Lakhs

(iii) Net worth : ₹19,862.59 Lakhs

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, through contact number and Email, <a href="http://www.sekuritindia.com">www.sekuritindia.com</a> >About Us	0	0		0	0	
Investors (other than shareholders)	Not Applicable	0	0		0	0	
Shareholders	<a href="http://www.sekuritindia.com/investor_information">www.sekuritindia.com/investor_information</a> >shareholder information, stock exchange; ODR portal; SCORES platform	6	0		6	0	
Employees and workers	Yes, internal grievance mechanism is in place, <a href="http://www.sekuritindia.com/investor_information">www.sekuritindia.com/investor_information</a> >Policies	0	0		0	0	
Customers	Yes, through contact number and Email, <a href="http://www.sekuritindia.com">www.sekuritindia.com</a> >About Us	0	0		0	0	
Value Chain Partners		0	0		0	0	
Other		0	0		0	0	

**24. Overview of the entity’s material responsible business conduct issues:**

Sr. 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 Protection	Opportunity	Reducing green house gas emissions, energy, use and mitigating the effects of long-term changes in the climate protection and its impact on the physical business operations and conservation of natural environment	-	Positive
2.	Sustainable product design	Opportunity	Fostering a circular economy by addressing customer demands for more sustainable products	-	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available	www.sekuritindia.com/investor_information>Policies								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Saint-Gobain Sekurit India Ltd (SGSIL) policies are in line with international standards and practices such as ISO 14001:2015 and ISO 45001:2018, UNGC Guidelines, UN Human Rights Declaration and European Human Rights Convention; UNFCCC - United Nations Framework Convention on Climate Change, CEO Water Mandate, CPLC (carbon), ILO Principles, OECD Guidelines for Multinational Enterprises, UN Convention against Corruption, IFRS as issued by the IASB.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is adopting the sustainable goals and targets set by the Saint-Gobain Group. The commitment is connected to the Group’s ambition to provide customers with solutions to help them decarbonize as well and to reduce their own environmental footprint. The roadmap to net-zero incorporates new commitments through to 2050 in terms of reducing the direct and indirect CO <sub>2</sub> emissions, but also the emissions along its value chain.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Based on the framework and guidelines set by the Saint-Gobain Group, the Company sets the KPIs under various principles. The Company adheres to the framework and contributes towards the achievement of KPIs.								



Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>										
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>									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<ul style="list-style-type: none"> <li>• Mr. Venugopal Shanbhag, Managing Director DIN 08888359 (ceased to be Managing Director with effect from close of business hours of May 4, 2024)</li> <li>• Mr. K.S. Gopalakrishnan, Managing Director DIN 10601515 (appointed as an Additional Director and Managing Director with effect from May 5, 2024)</li> </ul>								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Managing Director is responsible for decision on all 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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Quarterly								

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the 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 programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Board is familiarised of the principles of the NGRBC released by SEBI/MCA	100%
Key Managerial Personnel	1	All Employees and KMPs are required to undergo the Cybersecurity, Anti-corruption and Antitrust essential trainings	100%
Employees other than BoD and KMPs	5	PAPC, Ethics and Compliance, Contingency plan - cybersecurity	43%
		Climate Fresk on climate change	80%
		Insider Trading and Compliance	50%
Workers	3	SMAT, Fire Safety emergency preparedness and mockdrill, First Aid, CRP and AED	49%

The Company sets aside a day every two years, known as “Principles Day”, to strengthen its commitment to the Principles of Conduct and Action that guide its operations.

#### 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 entity’s website):

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

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



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
There were no cases during the year where monetary or non-monetary action has been appealed under the companies Act, 2013 and the SEBI (Listing obligations and disclosures Requirements) Regulations, 2015 as amended	

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

The anti-corruption and anti-bribery framework forms part of the Code of Conduct of the Company, which is accessible at <https://www.sekuritindia.com/commitments>.

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	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints with regard to 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	Nil	The Company makes certain that its employees declare and reaffirm their Conflict of Interest statements every year	Nil	The Company makes certain that its employees declare and reaffirm their Conflict of Interest statements every year
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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.

**Leadership Indicators**

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

Total number of awareness programmes held	Topics / principles covered under the training										% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
	P1	P2	P3	P4	P5	P6	P7	P8	P9		
1											100% of suppliers onboarded are covered under the Company's Principles of Conduct and Action and they also adhere to the Supplier Charter of the Company

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

Yes. SGSIL obtains a mandatory declaration from the members of its Board to ensure that the members are in compliance with Code of Conduct of the Company.



**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:**

(₹ Lakhs)

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	358.07 (100%)	328.06 (100%)	To enhance the environmental and social impact of its products, taking into account both global and local requirements
Capex	Nil	Nil	

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): Yes**  
**b. If yes, what percentage of inputs were sourced sustainably? 78%**

In order to conduct business with SGSIL, suppliers are required to adhere to the SGSIL's Supplier Charter. All major vendors are assessed through sustainable procurement audits. Moreover, the company derives 7.3% of its total energy consumption for plant operations from solar power, ensuring a sustainable energy source.

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

The production residues undergo segregation, classification, and recycling into the production process, while the hazardous wastes are disposed of in accordance with the HWM rules by authorized vendors and authorized Treatment Storage Disposal Facilities ("TSDF"). The Company has obtained EPR registration, the responsibility of collecting e-waste and plastic waste from customers and ensuring its proper recycling. Hazardous waste is incinerated or sent to authorized recyclers depending on its nature, while lead-acid batteries and used oil are recycled. Waste materials are appropriately labelled and disposed of in landfills/incinerated.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

The waste collection is in line with the targets specified by Maharashtra Pollution Control Board ("MPCB") in the authorisation granted to SGSIL.

**Leadership Indicators**

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
SGSIL has not conducted Life Cycle Assessments					

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
Laminated glass	Generation of recoverable waste	Recovery and recycling resulting in reduction of disposal by 100% in production process

SGSILs has not conducted Life Cycle Assessments but the Company drives towards achieving the Saint-Gobain Group sustainability roadmap based on Science Based Targets ("SBT").



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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Consumption of externally sourced recycled raw materials (in tonnes)	87.00	103.40
Recycled production residues rate [%]	10.60%	10.60%

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	6.00	-	-	5.45	-
E-waste	-	2.63	-	-	-	-
Hazardous waste	-	0.69	0.17	-	0.52	0.18
Other waste	-	212.00	-	-	211.00	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic for packaging	100%

**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:**

<b>% of employees covered by</b>											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits <sup>#</sup>		Day Care facilities <sup>*</sup>	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	47	47	100%	47	100%	-	-	47	100%		
Female	8	8	100%	8	100%	8	100%	-	-		
<b>Total</b>	<b>55</b>	<b>55</b>	<b>100%</b>	<b>55</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>47</b>	<b>100%</b>		
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Non-permanent employees are covered under the Employee State Insurance Scheme.

\* Day care facility has been extended to the employees on need basis.

# Paternity Benefit includes the five days paid leave.

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

<b>% of workers covered by</b>											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities <sup>*</sup>	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	43	43	100%	43	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>43</b>	<b>43</b>	<b>100%</b>	<b>43</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Non-permanent employees are covered under the Employee State Insurance Scheme.

\* Day care facility has been extended to the employees on need basis.



**2. Details of retirement benefits:**

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Not Applicable	100%	100%	Not Applicable
ESI	-	100%	Yes	-	100%	Yes

**3. Accessibility of workplaces:**

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

Yes, SGSIL has the necessary infrastructure to make workplaces accessible to employees and visitors with disabilities.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so,**

The principles of equal opportunity and equal treatment are ensured irrespective of any disability and same is covered under the Code of Conduct of the Company. The Code of Conduct of the Company is accessible on <https://www.sekuritindia.com/commitments>.

**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	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	The Company has established a mechanism for addressing grievances that aligns with the statutory framework, this mechanism applies to permanent workers who may raise concerns such as wage disputes, discrimination, child labor, human rights violations, and Other than Permanent Workers can raised abovesaid grievances through their representatives.
Permanent Employees Other than Permanent Employees	Yes, employees may direct their grievances to their respective HR Business Partner. Yes, the Company offers alternative channels i.e. Whistle Blower Mechanism, for reporting and seeking redressal for any violations. Employees and workers are activity encouraged to participate in the "Speak Up" campaign when they can nice their grievances.

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	<b>55</b>	-	-	<b>50</b>	-	-
Male	47	-	-	45	-	-
Female	8	-	-	5	-	-
<b>Total Permanent Workers</b>	<b>43</b>	<b>43</b>	<b>100%</b>	<b>43</b>	<b>43</b>	<b>100%</b>
Male	43	43	100%	43	43	100%
Female	-	-	-	-	-	-

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (A)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>										
Male	47	47	100%	-	-	45	45	100%	14	31%
Female	8	8	100%	-	-	5	5	100%	2	40%
<b>Total</b>	<b>55</b>	<b>55</b>	<b>100%</b>	-	-	<b>50</b>	<b>50</b>	<b>100%</b>	<b>16</b>	<b>32%</b>
<b>WORKERS</b>										
Male	43	43	100%	2	4.65%	43	43	100%	13	30%
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>43</b>	<b>43</b>	<b>100%</b>	<b>2</b>	<b>4.65%</b>	<b>43</b>	<b>43</b>	<b>100%</b>	<b>13</b>	<b>30%</b>

The Company celebrates International EHS Day once in a two years and National Safety week and World Environment Day annually and every employee and worker undergoes the EHS orientation.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	47	47	100%	45	45	100%
Female	8	8	100%	5	5	100%
<b>Total</b>	<b>55</b>	<b>55</b>	<b>100%</b>	<b>50</b>	<b>50</b>	<b>100%</b>
<b>WORKERS</b>						
Male	43	-	-	43	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>43</b>	<b>-</b>	<b>-</b>	<b>43</b>	<b>-</b>	<b>-</b>

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

The work site is certified under ISO 14001:2015 and ISO 45001:2018. The Company has integrated the protection and enhancement of employees' safety and well-being into its enterprise-wide risk management and control process. This demonstrates the Company's commitment to maintaining and improving the overall health and safety of its employees.



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

A detailed risk assessment is utilized to identify work-related hazards and risks, and all non-routine tasks are subject to a work permit system. In line with the implementation of the ISO standard, the business units have established and implemented procedures for Hazard Identification and Risk Assessment and it is conducted for both routine and non-routine activities. The people involved in the operations, EHS Team identify work-related hazards. These identified hazards are recorded, and control measures are discussed and defined according to the hierarchy of controls. This systematic approach ensures that potential hazards are identified and addressed appropriately to maintain a safe working environment.

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

Indeed, all incidents of near misses and unsafe conditions are reported and addressed. The workers are strongly urged to report any unsafe acts, unsafe conditions, near misses, and incidents, and to remove themselves immediately from any such risks. The incidents are documented in an EHS dashboard that includes information from factory location. These reports are analysed and appropriate corrective and preventive measures are implemented to mitigate safety risks. This approach demonstrates the Company's commitment to maintaining a safe working environment for its employees.

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

All employees have access to non-occupational medical and healthcare services. SGSIL's EHS policy states that as a responsible corporate citizen and employer, we have an obligation to the public, in general, and to our employees, in particular, to operate our facilities and to conduct our business in such a way as to; (1) ensure the health and safety of all our employees; and (2) to protect the environment. SGSIL's management, at every level, from the top to the shop-floor, monitors and reports accidents (lost-time and non-lost-time), first aid cases and near misses. SGSIL also continuously identifies and reduces risks and offers itself for periodic audits.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers*	-	-
Total recordable work-related injuries	Employees	-	-
	Workers*	-	-
No. of fatalities	Employees	-	-
	Workers*	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers*	-	-

\* Includes worker on third party payroll or contract labour.

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

The health and safety of its employees is deeply embedded in Saint-Gobain's CSR, EHS and HR policies. The Group Environment Health and Safety ("EHS") Charter, communicated to all employees, sets out the objectives which include zero lost-time accident and zero occupational illness. Saint-Gobain has drawn up standards and recommendations with regard to specific EHS concerns. The standards are mandatory and apply to all sites of the Group, even if the country or local legislation is less stringent. SGSIL emphasizes the importance of healthy living to all the employees and facilitates the same by providing regular health check-ups (and other medical advisory interventions) to all its employees. In furtherance to this, Saint-Gobain Group has set up a Mental Well Being portal, as well as a Mental Health Academy and a host of local initiatives, so that we can all flourish, overcome challenges and work together in a healthy and fulfilling working environment.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working onditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

The EHS committee of the Company actively connect with all its employees and workers and they are encouraged to identify and report unsafe working conditions.

**14. Assessments for the year:**

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

**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:**

SGSIL's EHS policy states that as a responsible corporate citizen and employer, we have an obligation to the public, in general, and our employees, in particular, to operate our facilities and to conduct our business in such a way as to (1) ensure the health and safety of all our employees; and (2) to protect the environment. Moreover, Saint-Gobain's EHS Charter states: let's commit ourselves every day to achieving our objectives: zero work-related accidents, zero occupational illnesses, zero environmental accidents and to minimize the impact of our activities on environment, this is a continuous process, which helps the Company to identify risk and provide sufficient training to the employees and also to set the improvement in process to eliminate/reduce the risk.

**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):**

The Company provides a Life Insurance scheme for all its permanent employees and workers, along with financial assistance through contributions.

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

SGSIL protects the rights of the employees engaged indirectly or through sub-contractors by monitoring and ensuring that the sub-contractors comply with payment of social security dues properly and in a timely manner and provide a safe and healthy working conditions. The Board of Directors and Audit Committee of the Company are also updated on quarterly basis.

**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:**

	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	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil



ELECTRIFYING  
PERFORMANCE

**SEKURIT**  
GLAZING IN MOTION

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

Yes, the Company provide the assistance and facilitate continued employability on requirement/need.

**5. Details on assessment of value chain partners:**

	<b>78% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	Assessment was conducted on the health and safety practices as well as working conditions of value chain partners
Working Conditions	

**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners:**

On periodic basis, the company conducts an audit within the EHS framework of the Company and effectively address any risk or concerns arising from the assessment.



**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:**

Stakeholder groups are determined by their level of involvement with the entity. Any individual or institution that contributes value to the Company’s business chain is considered a core stakeholder. This encompasses employees, shareholders and investors, customers, channel partners, key partners, regulators, lenders, research analysts, communities, non-governmental organizations, suppliers, and others.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually Half yearly/ Quarterly others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No, SGSIL is an Equal Opportunity Employer encouraging diversity in the workplace	Notice Boards in factories, Company Intranet and Website, Regular updates are put up on SGSIL social media group, Business Connects and virtual meetings and physical meetings with all employees	Employee satisfaction survey is taken every year, Regulatory emails been sent to the employees for important Company’s communication	Top-down communication about business growth plans; business performance; important changes; policies; wellbeing initiatives; Business Connect for gathering formal feedback; Workplace diversity is encouraged through various diversity; equity and inclusion initiatives
Shareholders	No	Email, Newspaper, Notice board, Website	Quarterly and need based	Shareholder related communication
Customer/ Service Partners	No	Email, Fairs and Trade shows	As and when required	Information on Business offerings

**Leadership Indicators**

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

The Company ensures systematic engagement of stakeholders mentioned in this principle through various functions of the Company. The Board of Directors or its Committee actively seeks feedback on the status of different functions and provides guidance on enhancing processes and practices, as appropriate. Regular updates are provided to the Board of Directors/ Committees regarding these activities.

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

The Management of the Company apprises Board of Directors/Committee thereof about the status of various functions pertaining to EHS. The Board of Directors provides directions for improving processes / practices wherever applicable. The Company also regularly consults its internal and external stakeholders to identify and manage environmental and social topics.

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

Please refer to the Corporate Social Responsibility (“CSR”) Annual Report, included as part of the Board’s Report, which provides details on the CSR projects undertaken by the Company in the financial year 2023-24.



**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)
<b>EMPLOYEES</b>						
Permanent	55	55	100%	50	50	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>55</b>	<b>55</b>	<b>100%</b>	<b>50</b>	<b>50</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	43	43	100%	43	43	100%
Other than permanent	233	233	100%	280	280	100%
<b>Total Workers</b>	<b>276</b>	<b>276</b>	<b>100%</b>	<b>323</b>	<b>323</b>	<b>100%</b>

\* Includes workers on third party payroll or contract labour.

Periodically, the training have been imparted to all employees and workers. The number of employees/ workers covered mentioned above pertains to new joinees.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	47	-	-	47	100%	45	-	-	45	100%
Female	8	-	-	8	100%	5	-	-	5	100%
<b>Other than permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>WORKERS</b>										
<b>Permanent</b>										
Male	43	-	-	43	100%	43	-	-	43	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than permanent</b>										
Male	212	212	100%	-	-	265	265	100%	-	-
Female	21	21	100%	-	-	15	15	100%	-	-

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

(₹ In Lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)®	5	26.02	1	5.50
Key Managerial Personnel	3	31.41	-	-
Employees other than BoD and KMP	47	10.97	8	14.15
Workers	43	8.91	-	-

® Non-Executive, Independent Director's remuneration comprises solely of sitting fees.

**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):**

Yes, we have a management committee for addressing human rights impacts and issues.

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

At the plant location, there are suggestion and grievance boxes available for employees and workers to express their concerns. They are actively encouraged to participate in the “Speak Up” campaign, where they can voice their grievances.

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

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

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:**

The committee ensures complete confidentiality is maintained in these cases:

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

Yes, the Company ensures that employees’ rights are respected, even as it promotes active dialogues with all its employees. The Company also prohibits any form of recourse to forced labour, compulsory labour or child labour - whether directly or indirectly or through sub-contractors where the latter are working on the Group or Company’s site/plant. The Company also refrains from any form of discrimination of whatever kind with respect to its employees whether in the recruitment process, at hiring, or during or at the end of the employment relationship. SGSIL protects the rights of the employees engaged indirectly or through sub-contractors by monitoring and ensuring that the sub-contractors employ with the payment of social security dues properly and in a timely manner and provide a safe and healthy working conditions.

In addition, as per the Suppliers’ Charter, suppliers are required to declare and to ensure that they strictly respect the human rights of their employees.

**9. Assessments for the year:**

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

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

All concerned employees are provided with consistent training to effectively handle and address risks or concerns. They are well equipped to take appropriate corrective actions, if any.



**Leadership Indicators**

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

Not Applicable.

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

The Company ensures that employees' rights are respected, even as it promotes active dialogues with all its employees. as per the Suppliers' Charter, suppliers are required to declare and to ensure that they strictly respect the human rights of their employees.

**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?**

The Company is constantly in process of improving the infrastructure for disabled across offices based on the requirement of the people.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	78%
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others	

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

All concerned employees are provided with consistent training to effectively handle and address risks or concerns. They are well equipped to take appropriate corrective actions, if any.

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

**Essential Indicators**

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

Parameter	FY 2023-24	FY 2022-23
Total electricity consumption (A)	15452 MWh	15579 MWh
Total fuel consumption (B)	539 MWh	557 MWh
Energy consumption through other sources (C)	1253 MWh	1226 MWh
<b>Total energy consumption (A+B+C)</b>	<b>17244 MWh</b>	<b>17362 MWh</b>
<b>Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)</b>	<b>0.008</b>	<b>0.008</b>

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, the Company did not carry out assessment by external agency.

**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, the Company does not have any site identified as DCs under PAT scheme.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3093	2640
(iv) Seawater / desalinated water	-	-
(v) Others	12068	12389
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>15161</b>	<b>15029</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>15161</b>	<b>15029</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.007</b>	<b>0.008</b>

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, the Company did not carry out an independent assessment by an external agency.

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

To ensure environmental responsibility, untreated or partially treated water is strictly prohibited from being discharged to any TSDF (Treatment, Storage, and Disposal Facility) or used for irrigation purposes. Instead, the water that undergoes treatment by the Effluent Treatment Plant (ETP) and Ozonator is solely reserved for gardening within the Plant location.



**5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Nox	µg/m <sup>3</sup>	16.8	-
Sox		7.5	-
Particulate matter (PM)		48.6	-
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others		-	-

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.

All air quality is monitored by the authorised external agency on quarterly basis.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	147.05	145
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	10615
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		<b>0.000</b>	<b>0.006</b>

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, the Company did not carry out an independent assessment by an external agency.

\*Scope 2 emission for FY 2023-24 was zero considering International Renewable Energy Certificate ("IREC").

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

- Energy Mix through sourcing of Green Energy.
- Energy efficient heat recovery system to reduce the consumption of energy and CO<sub>2</sub> emission.
- Evaluating the possibility of shifting to Bio-Diesel fuel from Light Diesel Oil.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	6.00	5.45
E-waste (B)	2.63	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	There was no waste generated as the Company strongly follows the buy-back policy of old batteries with the Supplier.	
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) – ETP sludge, used oil and waste/residue containing oil	0.17	0.70
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	228.00	211.00
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>236.80</b>	<b>217.15</b>

Parameter	FY 2023-24	FY 2022-23
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	8.63	5.97
(ii) Re-used	-	-
(iii) Other recovery operations	228.00	211.00
<b>Total</b>	<b>236.63</b>	<b>216.97</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.06	-
(ii) Landfilling	0.11	0.18
(iii) Other disposal operations	-	-
<b>Total</b>	<b>0.17</b>	<b>0.18</b>

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, the Company did not carry out an independent assessment by an external agency.

**9. 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:**

In terms of waste management, the Company strives towards reuse and reduce usage of plastic waste. Extended Producer Responsibility (“EPR”) is implemented.

**10. 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:**

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No projects were implemented in FY 2023-24 which required EIA to be undertaken					

**12. 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:**

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



**Leadership Indicators**

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	1253 MWh	1226 MWh
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1253 MWh</b>	<b>1226 MWh</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	15452 MWh	15579 MWh
Total fuel consumption (E)	539 MWh	557 MWh
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>15991 MWh</b>	<b>16136 MWh</b>

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, the Company did not carry out an independent assessment by an external agency.

2. Provide the following details related to water discharged:

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

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, the Company did not carry out an independent assessment by an external agency.



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

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

(i) **Name of the area:** Pune

(ii) **Nature of operations:** Manufacturing of laminated glass

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

<b>Parameter</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3093	2640
(iv) Seawater / desalinated water	-	-
(v) Others	12068	12389
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>15161</b>	<b>15029</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>15161</b>	<b>15029</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.007</b>	<b>0.008</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

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, the Company did not carry out an independent assessment by an external agency.



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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
<b>Total Scope 3 emission intensity</b>	Metric tonnes of CO <sub>2</sub> equivalent	-	-

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, the Company did not carry out an independent assessment by an external agency.

**5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:**

SGSIL does not currently have any offices or factories located in ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of roof top solar photovoltaic power generation plant	Installation of roof top solar photovoltaic power generation plants in Chakan factories has generating 1 MWh of renewable energy	Environmental impact reduced by offsetting 875.92 tonnes CO <sub>2</sub> emission for FY 2023-24

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

The Company has a Business Continuity Plan ("BCP") for managing crisis affecting Company's operations, assets and staff. The Company's BCP covers the following components:

- Preventive crisis management plans for every location.
- Disaster recovery planning for IT Applications and Infrastructure.
- Situation specific business level BCP.
- Comprehensive communication strategy that effectively reaches and informs various teams within the organisation.

**8. 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:**

SGSIL ensures that there are no adverse impacts on the environment arising from its value chain.

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

78% of the value chain partners were assessed for environmental impacts.

**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:**

SGSIL is affiliated with 2 trade and industry chambers.

**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:**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Mahratta Chamber of Commerce, Industries and Agriculture	State
2.	Confederation of Indian Industry ("CII")	National

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

Name of authority	Brief of the case	Corrective action taken
There were no cases of anti-competitive conduct during the reporting period		

**Leadership Indicators**

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

Sr. 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
1.	The Company actively promotes sustainability and consistently makes efforts to address specific concerns related to sustainable business practices	By means of trade and industry associations	No. This involves engaging stakeholders consultations through relevant trade and industry association	Reviewed by the Business Team	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
SIA was not applicable in the reporting year					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Rehabilitation and Resettlement ("R&R") was not applicable in the reporting year						

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

A contact number as well as a contact email, are available for receiving complaints and feedback. Additionally, the Company's representatives directly receive such feedback and complaints. To ensure prompt responses, dedicated teams within the business are responsible for managing all the received feedback and complaints.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	0.25%	0.23%
Sourced directly from within the district and neighbouring districts	1.40%	1.96%

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
-	-

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

(₹ in Lakhs)

Sr. No.	State	Aspirational District	Amount spent (In INR)
1.	Maharashtra	Pune	57.39

Please refer to the Corporate Social Responsibility (“CSR”) Annual Report, included as part of the Board’s Report, which provides details on the CSR projects undertaken by the Company in the financial year 2023-24.

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

Contracts are awarded based on merit, which includes marginalised group.

**(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:**

All Intellectual Property Rights (“IPR”) are owned by Compagnie de Saint-Gobain.

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
-	-	-	No	-

**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
-	-	-

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

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education to underprivileged children	851	100%

Please refer to the Corporate Social Responsibility (“CSR”) Annual Report, included as part of the Board’s Report, which provides details on the CSR projects undertaken by the Company in the financial year 2023-24.



**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:**

SGSIL has implemented a process to effectively handle customer complaints and feedback that are received through various channels. These channels include a contact number, a contact page on the Company's website, feedback and complaints received through email, and those received directly by the Company's representatives via phone or other means. The Business Unit is responsible for managing these complaints and feedback to ensure they are addressed promptly and resolved in a timely manner.

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

	As a percentage to total turnover
Safe and responsible usage	100% (of products)
Recycling and/or safe disposal	100% (of products)

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy:**

The Company adheres to the global cyber security framework of Saint-Gobain and the reference framework is for short and medium-term actions to strengthen Saint-Gobain's cyber-defense against new cyber-attacks. This framework is implemented in a continuous cyber security improvement plan adapted to each Business organization and Group teams. This plan covers global infrastructure, local infrastructure, applications and websites and industrial systems. These rules are also supplemented downstream by periodically updated technical standards to monitor technological developments and control application, industrial and infrastructure services. Additionally, the Company addresses the data privacy risks in accordance with the Information Technology Act, 2000.

**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:**

No consumer complaints were received regarding advertising, delivery of essential services, cyber security, and data privacy of customers.

## Leadership Indicators

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

The information on products and services is available on the Company’s website, [www.sekuritindia.com](http://www.sekuritindia.com)>About Us.

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

The usage of products and services is outlined in the product catalogues and manuals.

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

SGSIL does not directly provide essential services, as defined in The Essential Services Maintenance Act, 1981. SGSIL takes measures to ensure that its customers experience minimal disruption to their operations and services. The Company maintains continuous communication with its customers to ensure the smooth running of their operations.

**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):**

The Company complies with all relevant laws and regulations, including those related to product labeling.

**5. Provide the following information relating to data breaches: Nil**

**a. Number of instances of data breaches along-with impact: Nil**

**b. Percentage of data breaches involving personally identifiable information of customers: Nil**

**Weblinks of SGSIL Code and Policies:**

Code of Practices and Procedures to be followed for Fair Disclosure of Unpublished Price Sensitive Information	<a href="http://www.sekuritindia.com/investor_information">www.sekuritindia.com/investor_information</a> >Policies
Corporate Social Responsibility Policy	
Dividend Distribution Policy	
Nomination and Remuneration Policy	
Policy on Related Party Transaction	
Whistle Blower Policy	
Policy for Determination of Materiality	