



**WPIL Limited**

REGD. OFF. : "TRINITY PLAZA"  
84/1A, TOPSIA ROAD (SOUTH), KOLKATA - 700 046  
TEL. : (91 33) 4055 6800, FAX : (91 33) 4055 6835  
WEB : <http://www.wpil.co.in>  
CIN No. L36900WB1952PLC020274

July 16, 2024

Scrip Code: 505872

Department of Corporate Services- Listing  
BSE Limited  
Phiroze Jeejeebhoy Tower  
25<sup>th</sup> Floor, Dalal Street,  
Mumbai -400001

Dear Sirs,

**Sub:- Business Responsibility & Sustainability Report-Disclosure under Reg 34(2)(f)  
of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

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Dear Sir,

As required, we attach the Business Responsibility & Sustainability Report for the financial year ended 31<sup>st</sup>, March, 2024, which forms a part of the Annual Report 2024.

The same is also being made available on the website of the Company at <http://www.wpil.co.in/investor-services.php>.

This is for your information and records.

For WPIL LIMITED

(U. Chakravarty)  
General Manager (Finance)  
And Company Secretary

Encl. As stated above



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**

**Section A : GENERAL DISCLOSURE**

**Details of the Listed Entity**

- |   |  |
|---|--|
| 1. Corporate Identity Number (CIN) of the Company :-  | L36900WB1952PLC020274  |
| 2. Name of the Company  | WPIL Limited   |
| 3. Year of Incorporation  | 1952   |
| 4. Registered office Address  | Trinity Plaza, (3rd Floor), 84/1A, Topsia Road, South, Kolkata-700046                        |
| 5. Corporate Address  | Trinity Plaza, (3rd Floor), 84/1A, Topsia Road, South, Kolkata-700046                        |
| 6. E-mail Address   | uchakravarty@wpil.co.in  |
| 7. Telephone No.  | +91-33-40556800  |
| 8. Website  | www.wpil.co.in   |
| 9. Financial year for which reporting is being done   | 1st April, 2023 to 31st March, 2024  |
| 10. Name of Stock Exchange where shares are listed  | BSE Limited  |
| 11. Paid-up Capital   | Rs. 976.71 Lacs  |
| 12. Name and contact details (telephone, email address of the person who may be contacted in case of any queries on the BRSR  | Name : Mr. U.Chakravarty,<br>E-mail : uchakravarty@wpil.co.in<br>Contact No. +91-33-40556813 |
| 13. Reporting boundary- Are the disclosures under this report made on standalone basis.(i.e only for the entity) or on a consolidated basis(i.e for the entity and all the entities which form a part of its consolidated financial statements, taken together) | Standalone   |
| 14. Name of the assurance provider  | Not yet appointed  |
| 15. Type of assurance obtained  | —  |

**II Products/Services**

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Pumps, spares & accessories	Manufacturing & sales	24
2.	Turnkey Project execution	Erection, Installation & Commissioning	76

17. Products/ Services sold by the Entity (accounting for 90% of the entity Turnover)

Sl. No	Products/Services	NIC Code (Group)	% of total Turnover contributed
1.	Pumps & Accessories	281	17
2.	Pump Spares	281	7
3.	Erection, Installation & Commissioning	332	76
4	Others	466	

**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	6	6	12
International	9	6	14

19. Markets served by the entity

**a Number of locations**

Locations	Number
National (No. of States)	27
International (No. of Countries)	23

**b What is the contribution of exports as a percentage of total turnover of the entity ? – 2.58**

**c A brief on type of customers:** The Company supplies a comprehensive range of Pumps, its spares and accessories directly to its customers dispersed at Industrial, Municipal, Irrigation and power sectors and to its Agents and Dealers.

**IV EMPLOYEES**

20. Details as at the end of financial year

**a Employees and Workers**

Sl. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
<b>EMPLOYEES (OTHER THAN WORKERS)</b>						
1	Permanent (D)	378	366	96.82	12	3.18
2	Other than permanent (E)	72	72	100	0	0
3	<b>Total Employees (D+E)</b>	<b>450</b>	<b>438</b>	<b>97.33</b>	<b>12</b>	<b>2.67</b>
<b>WORKERS</b>						
4	Permanent (F)	160	160	100	0	0
5	Other than permanent (G)	139	139	100	0	0
6	<b>Total Workers (F+G)</b>	<b>299</b>	<b>299</b>	<b>100</b>	<b>0</b>	<b>0</b>

**b Differently abled Employees and workers.**

Sl. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	0	0	0	0	0
2	Other than permanent (E)	0	0	0	0	0
3	<b>Total differently abled employees (D+E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
1	Permanent (D)	0	0	0	0	0
2	Other than permanent (E)	0	0	0	0	0
3	<b>Total differently abled employees (D+E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

21 Participation/Inclusion/Representation of woman

	Total (A)	No. and percentage of females	
		No.(B)	% (B/A)
Board Of Directors	5	1	20.00
Key Management Personnel*	3	0	0.00

• Includes Managing Director and two Executive Directors.

22. Turnover Rate for permanent employees and workers.

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in Previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanents Employees	17.65	0.23	17.88	17.42	0.60	18.02	18.89	0.37	19.26
Permanents Workers	3.14	0	3.14	0	0	0	0	0	0

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

23 (a) Name of Holding/Subsidiary/Associate Companies/Joint ventures.

<b>SL. No.</b>	<b>Name of holding/subsidiary/ associate companies/Joint ventures (A)</b>	<b>Indicate whether holding/ subsidiary/ associate/Joint venture</b>	<b>% of shares held by the listed entity</b>	<b>Does the entity indicated at column No. A participate in the Business Responsibility initiative of the listed entity? (Yes/No)</b>
1	Aturia International Pte Ltd.	Subsidiary	61.53	No
2.	Mather Foundry Limited	Subsidiary	61.53	No.
3	Sterling Pumps Pty Limited	Subsidiary	72.00	No
4.	UCP Australia Pty. Limited	Subsidiary	72.00	No
5	WPIL SA Holdings Pty Ltd.	Subsidiary	61.53	No
6	APE Pumps Pty Limited	Subsidiary	61.53	No
7.	Mather & Platt (SA) Pty Ltd	Subsidiary	61.53	No
8.	PSV Zambia Limited	Subsidiary	61.53	No
9	Gruppo Aturia S.p.A	Subsidiary	61.53	No
10	WPIL (Thailand) Co. Ltd	Joint Venture	30.15	No
11	Clyde Pumps (I) Pvt Ltd.	Associate	40.00	No
12	Amanzi Phampa Consultants (Pty) Ltd.	Associate	30.15	No

Note: Except Clyde Pumps (I) Pvt. Ltd., Associate, all subsidiaries, Joint Ventures and Associate are incorporated outside the India. The above details are as on 31st March, 2024.

**VI CSR DETAILS**

23. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 : Yes  
(ii) Turnover (in Rs.in lacs) : 107693.23  
(iii) Net worth (in Rs. in lacs) : 73614.20

**VII TRANSPARENCY AND DISCLOSURE COMPLIANCE.**

**25 Complaints/ Grievances on any of the principles (1to 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 2022-2023			FY 2021-2022		
		Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, a mechanism is place to interact with community leaders to understand and address their concern, if any	0	0	Nil	0	0	Nil
Investors (other than Shareholders)	—	—	—	—	—	—	—
Shareholders	Yes. Shareholders can register their grievances at <a href="http://score.gov.in/scores/welcome.html">http://score.gov.in/scores/welcome.html</a> & <a href="http://smartodr.in">http://smartodr.in</a> They may send their complaints or grievances for redressal to BSE at email id <a href="mailto:bse.shareholders@bseindia.com">bse.shareholders@bseindia.com</a>	0	0	Nil	0	0	Nil
Employees and workers	<a href="https://www.wpil.co.in/investor-services.php">https://www.wpil.co.in/investor-services.php</a> -Whistle blower policy	0	0	Nil	0	0	Nil
Customers	Customers can register their complaints /grievances at the e-mail ids: <a href="mailto:contracts.kolkata@wpil.co.in">contracts.kolkata@wpil.co.in</a>	43	0	Nil	50	1	Resolved during financial year 2023-24
Value Chain	Yes, we have a dedicated email id <a href="mailto:contracts.kolkata@wpil.co.in">contracts.kolkata@wpil.co.in</a> on which our value chain partners can reach for any kind of grievances /concerns	0	0	Nil	0	0	Nil
Other (Please specify)	—	—	—	—	—	—	—

**26. Overview of the entity’s material responsible business conduct issue-**

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

<b>SL. No.</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
1	Customer Experience & satisfaction	O	—	—	Positive
2.	Regulatory issues and compliance	R	Non-compliance may impact the brand image and customer trust and engagement	Adherence to compliance monitoring system	Negative
3.	Business ethics	R	This may impact the image of the entity and trust of the stakeholders	Whistle Blower Policy and its deployment. Beside WPIL code of conduct, monitoring mechanism to ensure ethical conduct.	Negative
4.	Employee & workforce Engagement, Wellbeing	O	—	Professional/skilled development and growth of employees through selecting the right candidate for right job, monitoring performance for optimum utilisation of their potential providing opportunities for growth and inculcating culture of mutual faith and accountability. The procedures and practices are aligned to employees’ well-being, diversity, discrimination, safety and health so as to have a healthy cordial and harmonious relationships and value enhancement at all the level	positive
5.	Health & Safety	R	This may direct impact on workforce and community and disrupt the operation.	Training/ awareness/technological upgradation/ review at senior level. WPIL is committed to its Zero harm and safety to life and preservation of environment. WPIL believes conservation of natural resources and minimizing hazardous in the ecological environment.	Negative

6.	Human Rights & labour conditions	R	These need to be ensured and protected to achieve seamless operations of the entity.	WPIL believes that the human rights are fundamental, inherent, universal, indivisible and interdependent in nature and hence continuously strive to ensure that the employee's human rights are protected and foster a culture of caring and trust. This is embedded in various corporate policies like Environment, Health & Safety (EHS) Policy whistle-blower policy, code of conducts etc. Training on various issue related to human rights are covered under new employee induction.	Negative
7.	Sustainable Supply chain	O/R	—	WPIL code of conduct which inter alia covers aspect like Ethics, Bribery, corruption extends to dealing with customers, suppliers, shareholders employees, Communities and public at large. Supplier/ vender code of conduct cover EHS and human right parameter to be adhered and supply chain partners must abide code of conduct while signing contract documents.	Positive/ Negative
8.	Community and Social impact	O	WPIL is committed to behave responsively towards people and society for inclusive growth of the society where it operates through Corporate Social Responsibility (CSR). All the CSR projects and initiatives are outlined with the objective of sustainable Community development which reach out to different Sections of disadvantaged, unprivileged or differently abled members of the Community to make positive impact on their lives in various ways comprising promotion of education, promoting health and preventive health care which include provision of spectacles, cataract surgery and making available safe drinking water. The objective is to support socio-economic sustainable development and enable a larger number of people to participate and benefit in country's economic progress.	—	Positive



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**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.

The National guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. This are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of employees, including those in value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosures Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
<b>1(a)</b>	Whether your entity's policy/ policies cover each principle and its core elements NGRBCs (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>(b)</b>	Has the policy been approved by Board? (Yes or No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>(c)</b>	Web link of the policies, if available	http://www.wpil.co.in/investor-services.php								
<b>2</b>	Whether the entity has translated the policy into procedures(Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3.</b>	Do the enlisted policy extend to your value chain partners? (Yes/No).	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>4</b>	Name of the National and International codes/ certificates/labels/standards (e.g forest stewardship Council, Fairtrade Rainforest Alliance, Trustees) Standards (e.g SA8000, OHSAS,ISO,BIS) adopted by your entity and mapped to each principle.*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>5.</b>	Specific commitments, goals and targets set by the entity with defined timelines with any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>6.</b>	Performance of entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Performance of each of the principle are reviewed by senior management and Board of Directors.								

\* The above Disclosure Questions on Policy and Management Processes is being responded on the basis of the following Standards, Codes of Practices, Guidelines that has been implemented and being practiced at WPIL: (1) ISO 9001:2015 (2) ISO 14001:2015 (3) ISO 45001:2018 (4) Code of conduct and business ethics policy,(5) Whistle Blower Policy,(6) Related Party Transactions Policy, (7) CSR Policy (8) Anti Bribery and Anti-Corruption policy (9) Policy on prevention of sexual harassment at work place. (10) Guiding principles on business and Human Rights.

**GOVERNANCE LEADERSHIP AND OVERSIGHT**

**7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievement.**

The Company is committed to integrating environment, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. It adheres to the principle of product stewardship by enhancing health, safety and environmental impacts of products and services across their life cycles.

The Company is committed towards upkeep of the society, preserving the bio-diversity and culture, minimal waste generation without pollution and proper treatment of generated waste from any of the Company’s operations, prevention of injury and ill-health due to occupational hazards and comply with all applicable legal, statutory and regulatory requirements by participation of our stakeholders at all levels through awareness, training and motivation ensuring the quality delivery of our products and sustainability considering our business context.

Doing business in a responsible and sustainable manner is one of the key imperatives for the Company. The Company continuously engages in discussion with all its stakeholders to identify its ESG issues and have identified Ethical Business Conduct, Efficient and Transparent Customers Services, Corporate Governance, Risk Management, Human capital Development, Engagement with communities in which it operates for contributing to their equitable and inclusive development are some of the most important issues.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policies.**

Mr. Prakash Agarwal, Managing Director (DIN 00249468) under the guidance of the Board of Directors and its committees is responsible for implementation and oversight of the Business Responsibility policies.

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

No. CSR Committee looks at Community/ social related initiatives and for substantiality related activities within the organisation, Managing Directors and Executive Directors are involved. Besides, the Company also has in place an Executive level ESG forum comprising of various functional heads to oversee the 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
Performance against above policies and follow up action	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by functional heads, Managing Director and Executive Director. During the assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedure are implemented.									
Compliance with statutory requirements of relevance to the principles and rectification of non-compliances	The Company has necessary procedures in place to ensure compliances with the existing regulations, as applicable and a statutory compliance certificate on the applicable laws is provided by the Managing Director to the Board of Directors which is placed before each Board Meeting held quarterly.									

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.**

No. However, all the policies and procedures are subject to audits/review done internally in the Company from time to time which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.

**12. If answer to question (1) above is “No” i.e not all the principle are covered by a policy, reason 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)	All the principles are covered by policies								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principle (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 covered by training and awareness programmes of any of the principle during the financial year.**

<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics/principles covered under the training and its impact</b>	<b>% age of persons in respective category covered by the awareness programmes</b>
Board of Directors		During the year various updates were made at the Board and Committee meetings. Independent Directors in their capacity as members of various committees of the Board were informed on developments relating diverse topics comprising regulatory, economic and operating environmental changes, new business initiatives, CSR initiatives, Corporate Governance etc. Strategic presentations were made to the Directors on company strategy, performance and growth plans. Further, updates on performance review, strategy and key regulatory developments are presented at the quarterly Board Meetings. Independent Directors who are members of the various Committees are presented with the necessary information to enable them to review and grant approvals as per the terms of reference of the respective committees.  The Board and Audit Committee is updated on key compliance, risk and audit observations, impact arising out of the issues along with management action plans.	100%
Key Managerial Personnel	3	1 Anti-Bribery & Anti- Corruption (ABAC) Policy. 2 WPIL code of conduct (WCOC) 3. Prevention of Sexual Harassment (POSH)	100%
Employees other Than BOD and KMPs	2	1. ABAC is for all senior management and those discharging specific roles 2. WCOC 3. POSH	85%
Workers	2	1 POSH 2 (WB) Whistle Blower Policy	80%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by its Directors/KMP with regulators/law enforcement agencies/judicial institutions in 2023-24. (Note the entity shall make disclosures on the basis of materiality as specified in the Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 and as disclosed on the entity website.

Category	Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred ? (Yes/No)
Penalty/Fine	NIL				
Settlement					
Compounding Fee					

Category	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)
Imprisonment	NIL				
Punishment					

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

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

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. The Company has an anti-bribery and anti-corruption policy (ABAC) which may be accessed at Company's website at <http://wpil.co.in/investor-services.php>.

The Company has also adopted Whistle Blower policy and vigil mechanism to provide a formal mechanism to Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of Company's code of conduct. The policy provide adequate safeguard against victimisation of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairman of Audit Committee.

ABAC policy primarily covers risk assessment, third-party due diligence, training and awareness and audit & reporting. The above policies require the Company to appoint a senior official as Compliance Officer who shall be responsible for implementation of the policies.

Whistle Blower policy and vigil mechanism ensures that strict confidentiality is maintained in such cases and no unfair treatment is meted out to a whistle-blower. The Company as policy condemns any kind of discrimination, harassment victimisation or any other unfair employment practice being adopted against whistle blowers.

The whistle blower policy as adopted by the Company is available at the Company's website at <http://wpil.co.in/investor-services.php>.

**5. Number of Directors/KMP/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption**

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Directors	Nil	Nil
KMPs		
Employees		

**6. Details of complaints with regard to conflict of interest**

	<b>FY 2023-24</b>		<b>FY 2022-23</b>	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issue of conflict of interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issue of conflict of interest of the KMP	Nil	NA	Nil	NA

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

Not applicable

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Number of days of Accounts Payables	157	132

**9. Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along loan and advances & Investments with related parties in the following format:

<b>Parameter</b>	<b>Metric</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Concentration of Purchases	a. Purchase from trading houses as percentage of total purchases	18.19	9.40
	b. Number of trading houses where purchases are made from	397	419
	c. Purchase from top 10 trading houses as percentage of total purchases from trading houses	27.78	22.50
Concentration of Sales	a. Sales to dealers/ distributors/ as % of total sales	2.62	2.07
	b. Number of dealers/ distributors to whom sale are made.	22	25
	c. Sales to top 10 dealers/ distributors/ as % of total sales to dealers/ distributors	64.62	79.84

Share of RPTs in	a. Purchases (Purchases with Related parties/ Total Purchases).	0.30	1.30
	b. Sales (Sales to related parties/Total Sales)	1.67	2.08
	c. Loans & Advances (Loans & Advances given to related parties*/Total Loans & Advances)	100	100
	d. Investments **(Investments in related parties/ Total Investments made)	100	100

\* Loan to Foreign subsidiaries towards working capital for growth of business.

\*\* Investment in Shares of Foreign subsidiaries & one Indian Associates.

**LEADERSHIP INDICATORS**

**1. Awareness programmes for value chain partner on any of the principles during the financial year.**

The Company on an annual basis send an email communication to its value chain partners covering Dealers & Agents informing them about Code of Conduct and Business Ethics of the Company.

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

Yes. Every Director of the Company discloses his/her concern or interest in the Company or Companies or bodies corporate, firms or other association of individuals or any change therein, annually or upon any change, which includes the shareholding.

Further, a declaration is also taken annually from Directors under code of conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial or commercial transactions which may have a potential conflict with interest of the Company at large.

In the Board meeting, the Directors abstain from participating in the item in which they are concerned or interested.

For identifying and tracking conflict of interest involving the Directors/KMP of the Company, the Secretarial Department of the Company maintain a register recording the transactions in which directors of the Company are interested.

**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.**

	FY 2023-24	FY 2022-23	Details of improvement in environmental and social impacts
R&D	100%	100%	All R&D investments are focussed at sustainable technologies and products for pump industry to improve efficiency of water handling, human health and well- being.
Capex	2%	1%	Production with control of pollution, safety for employees & community, human health and well- being.



**2(a) Does the entity has procedure in place for sustainable sourcing? (Yes/No)**

Yes. The Company has established process for vendor selection. While selecting vendor, apart from commercial considerations comprising quality, price, availability etc. the Company assigns due weigh on aspect of safety and environment. This include various principle and guidelines such as Safety, Health, legal Compliance, adherence to WCOC, ISO certification, etc. The Company has started carrying out a sustainability assessment of its key suppliers and communicate areas of further improvements to reinforce sustainability principles.

**2(b) If yes what percentage of inputs were sourced sustainably?**

WPIL has the policies to ensure sustainable sourcing from Business Associates. Input like casting, forgings, plates, standard buyout like motors, fasteners etc, which covered 85% of domestic critical supplies by value are sourced sustainably.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

**(a) Plastics (including packaging)**

As the product of the Company are different type of pumps, no waste other than swarf is generated during the machining operations and some-off cut were left over after fabrication. These are disposed off through empanelled vendors as scrap.

**(b) E-waste**

This is not applicable as the Company is not reclaiming any electronic items.

**(c) Hazardous waste-** Our products do not involve producing or disposing hazardous waste of any kind. Hence this is not applicable.

**(d) Other waste-** Not applicable.

**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 Board? If not, provide steps taken to address the same.**

As the product of the Company are different type of pumps, no waste other than swarf is generated during the machining operations and some-off cut were left over after fabrication. Extended producer Responsibility (EPR) is applicable to the extent of servicing with spares of pumps if any required during the warranty period.

**LEADERSHIP INDICATORS**

**1. Has the entity conducted Life Cycle Perspective/Assessment (LCA) for any of its products (for manufacturing Industry) or for its services (for services 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.
281,332	Pumps, spares of pumps, erection, installation & commission	98%	Gate to Gate	No	No

**2. Is there 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/Assessment (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.**

There are no significant social or environmental concerns and/or risks arising from production. Swarf generated during the machining operations and some-off cut left over after fabrication are sold to empanelled vendors. The Company rendered services to customers if required post disposal of its products but within warranty period through EPR management.

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

Nil.

**4. Of the products and packaging reclaimed at the end of the 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 packing)	NIL	NIL	NIL	NIL	NIL	NIL
E-Waste						
Hazardous waste						
Other waste						

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

Not applicable.

**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 the employees.**

% of Employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	366	366	100	0	0	0	0	0	0	0	0
Female	12	12	100	0	0	0	0	0	0	0	0
<b>Total</b>	<b>378</b>	<b>378</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Other than Permanent Employees</b>											
Male	72	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>72</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

<b>% of Employees covered by</b>											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	160	74	46.25	160	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>160</b>	<b>74</b>	<b>46.25</b>	<b>160</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	139	52	37.41	139	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>139</b>	<b>52</b>	<b>37.41</b>	<b>139</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	<b>2023-24</b>	<b>2022-23</b>
Cost incurred on well-being measures as a % of the total revenue of the Company.	0.32	0.26

**2. Details of retirement benefits for the current and previous FY**

Benefits	FY 2023-24			FY 2022-23		
	No. of employee covered as a % of total employees	No. of employee covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employee covered as a % of total employees	No. of employee covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	0	76.25	Y	0	71	Y

**3. Accessibility of workplaces- Are the premises/office of the entity accessible to differently abled employees, 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.**

The Company does not have differently abled employees.

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

The Company has an equal opportunity policy which may be accessed at <http://wpil.co.in/investor-services.php>

The Company provides equal opportunity to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion colour, ancestry, marital status, gender, sexual orientation, age, ethnic origin, nationality or any other category protected by applicable law.

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

Gender	Permanent employees (other than workers)		Permanent workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention Rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**6. Is there any mechanism available to receive and redress grievance for the following category of employees. If yes, give details of the mechanism in brief.**

	Yes/No (if yes, then give details of the mechanism in brief)
Permanent Employees (other than workers)	Yes
Permanent Workers	
Other than Permanent Employees	

The Redressal mechanism in brief is as follow:

The Company has a grievance redressal process for employees/workers to ensure that all grievances are suitably investigated and action are taken as per due process and timelines while adhering to the principle of natural justice. The redressal mechanism outlines the method by which employees may register their grievance, role of HR team, classification of grievances, the process of enquiry, reporting and disciplinary action.

Employees lodge complains through email or letter which are registered by HR Department who examines the merit of complaints. Investigation are conducted internally by gathering relevant data which are validated and analysed. Report of investigation are prepared which include the matter investigated, findings and recommendation to deal with the complaint. The report is thereafter reviewed by Departmental head of the employees who lodged the complaint. The Report is thereafter forwarded to MD and Audit Committee and to Board of Director wherever necessary.

**7. Membership of Employees in association(s) 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 associations or union (B)	% (B/A)	Total Employees/Workers in respective category (C)	No of Employees/Workers in respective category, who are part of associations or union (D)	% (C/D)
<b>Total Permanent Employees (Other than workers)</b>	<b>378</b>	<b>0</b>	<b>0</b>	<b>333</b>	<b>0</b>	<b>0</b>
Male	366	0	0	324	0	0
Female	12	0	0	9	0	0
<b>Total Permanent workers</b>	<b>160</b>	<b>160</b>	<b>100</b>	<b>158</b>	<b>158</b>	<b>100</b>
Male	160	160	100	158	158	100
Female	0	0	0	0	0	0

**8. Details of training given to employees**

Category	FY2023-24					FY2022-23				
	Total (A)	On Health safety Measures		On skill upgradation		Total (D)	On Health safety Measures		On skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
<b>Employees (other than workers)</b>										
Male	366	366	100	35	9.56	348	348	100	25	7.18
Female	12	12	100	0	0	9	9	100	0	0
<b>Total</b>	<b>378</b>	<b>378</b>	<b>100</b>	<b>35</b>	<b>9.25</b>	<b>357</b>	<b>357</b>	<b>100</b>	<b>25</b>	<b>7.00</b>
<b>Workers</b>										
Male	299	299	100	56	18.72	292	292	100	152	52.05
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>299</b>	<b>299</b>	<b>100</b>	<b>56</b>	<b>18.72</b>	<b>292</b>	<b>292</b>	<b>100</b>	<b>152</b>	<b>52.05</b>

**9. Details of performances and career development reviews of employees.**

Category	Financial year- 2023-24			Financial year- 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees (other than workers)</b>						
Male	366	366	100	324	324	100
Female	12	12	100	9	9	100
<b>Total</b>	<b>378</b>	<b>378</b>	<b>100</b>	<b>333</b>	<b>333</b>	<b>100</b>
<b>Workers</b>						
Male	160	160	100	158	158	100
Female	0	0	0	0	0	0
<b>Total</b>	<b>160</b>	<b>160</b>	<b>100</b>	<b>158</b>	<b>158</b>	<b>100</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, Coverage of such system.**

Yes, The safety and Health Management System covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensuring the protection of environment and health and safety of its employees, contractors, visitors and relevant stakeholders.

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

The Company has a process for risk management which is essential for preventing incidents, injuries, emergency control & prevention and business continuity. Considering the hazard associated with operations, sites have deployed structured Hazard Assessment, Risk assessment and Management process-both qualitative and quantitative which is reviewed on regular basis. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of the individual associated with such activities.

For all activities including the routine or non-routine (manufacturing of products/project activities) hazard are identified by a trained cross-functional team and risk assessment and management is done Hazard identification and Risk Assessment (HIRA)/ Job Safety analysis/ JSA/ Standard operating procedure (SOP) which is referred before starting any activity. The Company has procedures for process safety and functional safety. Identified hazard and associated risks are addressed through operational control measures using hierarchy of control approach.

- c. Whether you have process for employees to report the work-related hazards and to remove themselves from such risk (Y/N)**

Yes. We encourage our employee to report near-miss incidents identified during the process of operation which is analysed from the root of the entire processes. All the sites have specific procedure for reporting of work-related hazard, injuries and unsafe condition.

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

Yes. All employees are covered under health insurance scheme/ ESI scheme.

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

Safety incident/Number	Category	FY2023-24	FY2022-23
Lost Time Injury Frequency Rate (LTFR) (per one million-person hours worked)	Employees (other than workers)	0	0
	Workers	0	0
Total recordable work-related injuries	Employees (other than workers)	0	0
	Workers	0	0
No. fatalities	Employees (other than Workers)	0	0
	Workers	0	0
High Consequence work related injury or ill health (excluding fatalities)	Employees (other than workers)	0	0
	Workers	0	0

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

To ensure continual improvement in our workspace condition and the ecology in and outside our premises we have adopted EHS practices through implementation of ISO 14001 & ISO 45001 International Management System Standards. The company has Environment health and safety policy (EHS). Each of the sites have adopted the Corporate EHS policy or have its own policy aligned to corporate and local regulatory requirement focussing on the site -specific issues.

To ensure steady improvement in the EHS performance, the Company is adopting voluntary standards such as process safety and risk management. The Company commitment to its safety management programme follows a top-down approach with senior management constantly working towards establishing, demonstrating, sustaining and improving the safety culture and incorporating the company’s core value of safety in their daily responsibilities. The employees are trained to tackle any potential hazards that may arise during the course of their works.

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

Category	Financial year- 2023-24			Financial year -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
Working Condition	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

**14. Assessment for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & 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/concern arising from assessments of health & safety practices and working conditions.**

All incidents are investigated by cross-functional team. All factors connected in an incident are determined through root cause analysis and corrective / preventive actions are identified to prevent its recurrence. The detailed investigation and root cause identified by cross-functional team are reviewed by the senior management. Learning from the incident is further discussed in the safety meeting to create awareness of the root cause of the incident and thereby to prevent its recurrence. Further Managing Director reviews the details of the incident and corrective action plans to prevent its recurrence.

The Company endeavours to prevent injuries/incidents in the workplace and has taken following steps for improvement of safety in the workplace.

- Implementation of control measures to reduce the risk of incidents in the workplace.
- Review the policies and procedures periodically.
- Performing regular inspection.
- Holding training at periodic interval
- Job roles and responsibilities including those on safety are documented for all employees.
- Providing suitable PPEs
- Behavioural-based safety observation round
- Process for emergency Preparedness, Response and Crisis management.
- Risk Management for preventing the incidents injuries.

**LEADERSHIP INDICATORS**

**1. Does the Company extend any life insurance or any Compensatory package in the event of death of Employees (Y/N)?**

Yes. The Company extends support to families in the event of employee’s death. This includes Group Term cover, Group Accident Cover (if applicable) and Retrial benefits (PF, gratuity and Employees Deposit linked Insurance Scheme).

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

The Company is compliant with deduction of statutory dues of employees towards Income Tax, provident fund, professional tax, ESIC etc. as applicable from time to time. Value chain partner (vendors) are equally responsible to comply as per the contract with the Company. The Company has statutory and internal audit policies and procedures to ensure the above.

**3. Provide the number of employees having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of essential indicators above) who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.**

Category	Total No. of affected employees		No. of employees 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

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

Subject to requirements, the Company provides opportunities for engagement on specific projects / assignments across the organisation.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No Audit was conducted during the FY 2023-24.
Working conditions	The Company aims to conduct the audit in next financial year.

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

Not applicable as no audit was conducted during FY 2023-24

**Principle - 4- Businesses should respect the interest of and be responsive to all its stakeholders.**

**ESSENTIAL INDICATORS.**

**Describe the process for identifying key stakeholder group of the entity.**

The stakeholders are determined based on the significance of their impact on the business and the impact of business on them. Presently the given stakeholder groups have the immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, and Suppliers.

Stakeholder Group	Whether identified as vulnerable & Marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meeting, Notice Board, Websites)	Frequency of engagement (Annually/Half yearly/quarterly)	Purpose and scope of engagement including key topics and concern raised during such engagement.
Shareholders	No.	Annual General Meeting, Shareholder meets, E-mail, Intimation to Stock Exchange, (SE) Investor/analysis meet, Annual report, Quarterly Results, media release, Company / SE website.	Ongoing	Share price appreciation, Dividends, profitability, growth prospect, status of order booking.
Employees	No.	Senior leaders communication/Talk, /forum, goal setting, performance appraisal meeting/review, union meeting, e-mail internet, flat screen, websites.	Ongoing	Responsible Care, innovation, operational efficiencies, improvement area, long term strategy plan, training and awareness, responsible marketing, health and safety initiative.



Customers	No	Customer Plant visit, focus group discussion, email trade body membership, complaint management, conference.	Ongoing	Product specifications, quality and availability responsiveness to need, after-sales service,
Suppliers	No	Prequalification/ vetting communication, plant Visit, MoU, Agreement, contract management, review	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety check, ethical behaviour), ISO and OHSAS standards.
Statutory & Regulatory Bodies	No.	Physical meeting, e-mail, written communications, Presentations, Industry associations	Ongoing	Seeking clarifications and relaxations, communicating challenges and providing recommendations, knowledge sharing, regulatory inspections and queries.
Communities	Yes	Community Development Initiatives, Proposal and request for new initiative, Interview with local NGO and community representatives, Meeting with /NGO, Local Community Meetings	As needed but minimum quarterly	Community development through promotion of education, promoting health and preventive health care, making available safe drinking water

**LEADERSHIP INDICATORS**

**1. Provide the processes for consultations between the 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 management regularly interacts with key stakeholders’ i.e Investors, Customers, suppliers, employees etc. The managing Directors updates the progress of the actions on safety, Health, Environment and sustainability to the Board and takes input and guidance from the Board on quarterly basis.

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

Yes, through materiality study, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social input. The Company during the financial year had received requests from different villages at Jungle Mahal, situated in the district of West Midnapur to make arrangement for availability of safe drinking water to prevent acute crisis of water being experienced by villagers specifically during summer. The Company pursuant to such requests has made arrangements during the year to make availability of safe drinking water in twelve villages at Jungle Mahal, with aid of Solar energy from deep tube wells through overhead storage tanks with five dispensing points. These twelve projects installed at twelfth villages taken together have catered to the drinking water requirements on day to day basis of about 9500 villagers. Besides Company during the year has also arranged safe drinking water requirements through hand pumps from deep tube wells at four villages at Jaynagar, in the district of 24-Parganas (South) which cater to drinking water requirements on day-to-day basis of about 4,000 villagers.

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

The Company is committed to behave responsibly towards people and communities for inclusive and collaborative growth of the society where it operates to develop social welfare. Facilitating an environment of regular engagement with communities, and also providing facilities for the community members engage with each other is the key to success of an initiative. The project and initiatives of the Company reached out to different sections of the disadvantaged, unprivileged or differently abled members of the community. The Company pursuant to requests received from the members of the Community had supplied books and stationaries to partner NGOs for distribution among poor students and also paid the salary of the teachers engaged in informal school run by them. The Company also on the request from Communities organised eye examination camps where on the recommendation of ophthalmologists, spectacles were provided and cataract surgery were arranged for the deserving patients at a reputed hospital free of cost. Besides for supply of drinking water to the villagers, the Company also arranged installation hand pump deep tube wells.

**Principle 5- Businesses should respect and promote human rights**

**ESSENTIAL INDICATORS**

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

1. Employees 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. of Employees (B)	% (B/A)	Total (C)	No. of Employees (D)	% (D/C)
<b>Employees</b>						
Permanent	378	378	100	333	333	100
Other than permanent	72	0	0	24	0	0
<b>Total Employees</b>	<b>450</b>	<b>378</b>	<b>84</b>	<b>357</b>	<b>333</b>	<b>93.28</b>
<b>Workers</b>						
Permanent	160	0	0	158	0	0
Other than permanent	139	0	0	134	0	0
<b>Total Employees</b>	<b>299</b>	<b>0</b>	<b>0</b>	<b>292</b>	<b>0</b>	<b>0</b>

2. Details of minimum wages paid to the employees

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum wages		More than Minimum wages		Total (D)	Equal to Minimum wages		More than Minimum wages	
		Nb (B)	% (B/A)	Nb (C)	% (C/A)		Nb (E)	% (E/D)	Nb (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	366	0	0	366	100	324	0	0	324	100
Female	12	0	0	12	100	9	0	0	9	100
<b>Other than permanent</b>										
Male	72	72	100			24	24	100	0	0
Female	0	0	100			0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	160	0	0	160	100	158	0	0	158	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than permanent</b>										
Male	139	139	0	0	0	134	134	100	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ Salary/wages of respective category (Rs. in lakhs)	Number	Median remuneration/ Salary/wages of respective category (Rs. in lakhs)
Board of Directors*	4	1.82	1	1.6
Key Managerial Personnel**	4	149.30	0	0
Employees other than BoD and KMP	362	11.87	12	8.9
Workers	160	3.67	0	0

\* Includes sitting fees paid and commission.

\*\* Includes, MD, EDs & Company Secretary.

At the end of the financial year 31st March, 2024, the Company had 8 Directors consisting of 5 Independent Directors (including one Independent women Director) and 3 Whole-time Directors (including Managing Director). Independent Directors do not draw any remuneration from the Company. Independent Directors are paid commission and sitting fees for attending the meetings of the Board and its committees.

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

	2023-24	2022-23
Gross wages paid to females as % of total wages	1.91	1.59

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

Yes. The Head of Human Resources who is responsible for human resources function in consultation with Executive Director shall oversee and address any issue arising from any human rights impact or issue caused or contributed to by the business.

**5. Internal mechanisms in place to redress grievances related to human right issue.**

Every employee of the Company is expected to work with ‘compliance with conscience’ in their work and their interactions with customers and stakeholders. The Company has zero tolerance towards any violation or misconduct on the ground of noncompliance. Our employee value proposition- PLEDGE also emphasises on creating an environment which protects against any kind of biases and facilitates professionalism in all engagements. The Company has adopted employee oriented policy covering areas such as Employees code of conduct policy, Equal employment opportunity policy, Whistle Blower Policy and prevention of sexual harassment at workplace, which endeavours to provide an environment of care, nurturance and opportunity to accomplish professional aspirations and provide a safe redressal mechanism for employee grievances. The mechanism to redress grievances under human rights is same as for other grievances. Employees are encouraged to register any grievance that they may have against any colleague, agent, partner, customers etc. or report any breach of code or any of the Company policies. All these grievances received through email, letter or oral is recorded in a register by Human Resources personnel. Anything outside the purview of code of conduct is informed back to complainant. However, complaints within the purview of code of conduct which deserves further investigation are investigated by the Head of HR Department. A Report of the investigation is prepared covering material facts gathered during investigation along with observations of investigator which is forwarded to Executive Director who initiate further action if required in consultation with Managing Director.

**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	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	0	0	0
Discrimination at workplace	0	0	0	0
Child Labour	NA	0	NA	0
Forced Labour/Involuntary labour	NA	0	NA	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:**

	2023-24	2022-23
Total Complaints reported under Sexual Harassment on of woman 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

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

- a) The Company provides protection against discrimination to employees who makes disclosure or raises a concern under the Whistle Blower policy/ grievance redressal policy where the employee discloses his or her identity, discloses information in good faith, believe it to be substantially true, does not act maliciously nor makes false allegations and does not seek any personal or financial gain.
- b) The Company strictly prohibits any attempt of retaliation by anyone against any employee who raises a concern under the policy in good faith.

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

Human right requirements form a part of company's business agreements and contracts as and when relevant.

**10. Assessment for the year**

	% of your plants and offices that were assessed (by Company or statutory authority or third parties)
Child Labour	NA
Forced/ Involuntary labour	NA
Sexual Harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Other-Please specify	Nil

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

Not applicable.

**LEADERSHIP INDICATORS**

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

No such grievances on Human Rights violations.

**2. Details of the scope and coverage of any Human rights due diligent conducted.**

NIL

**3. Is the premises/office of the entity accessible to differently abled visitors, as per requirements of the Rights of Persons with Disabilities Act, 2016 ?**

Yes. Most of our locations are accessible to differently-abled visitors

**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	In all of our dealings, the Company expects its value chain partners to uphold the same value belief and business ethics discrimination at workplace as the Company. However no formal examination of value chain partners has been conducted.
Discrimination at workplace	
Child Labour	
Forced labour/involuntary Labour	
Wages	
Others- please specify	

**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- Business should respect and make efforts to protect and restore the environment.**

**ESSENTIAL INDICATORS**

**1. Details of total energy consumption (in joules or multiples) and energy intensity:**

<b>Parameter</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
From renewable sources		
Total Electricity Consumption (A)	0	0
Total Fuel Consumption (B)	0	0
Energy consumption through other Sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0

From non-renewable sources		
Total Electricity Consumption (D)	6079773600000J	6441447600000J
Total Fuel Consumption (E)	53604400000J	285120000000J
Energy consumption through other Sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	6133378000000J	6726567600000J
Total energy consumed (A+B+C+ D+E+F)	6133378000000J	6726567600000J
Energy intensity per Rs. of turnover (Total energy consumed/Revenue from operations)	569.52J	671.02J
Energy intensity per Rs. of turnover adjusted for Purchasing Power Parity (PPP)	6.83J	8.84J
(Total energy consumed/Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output	—	—
Energy intensity (Optional)- the relevant metric may be selected by the entity.	—	—

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency ?

No.

- 2. Does the Company 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 target set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not Applicable.

- 3. Provide details of the following disclosures relating to water, in following format.**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kl)		
1.Surface water	0	0
2.Ground water	8698KL	13994 KL
3.Third Party water	0	0
4.Seawater/ desalinated water	0	0
5.Other (Municipal)	756KL	3000KL
Total volume of water withdrawal (in kl) (1+2+3+4+5)	9454KL	16994 KL
Total volume of water consumption (in kls)	9454KL	16994 KL
Water intensity per Million rupee of turnover (Total water consumption /Revenue from operations (Rs. in Million)	0.86487KL	1.69526 KL

Water intensity per Million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.01037KL	0.02234KL
Water intensity in terms of physical output	—	—
Water intensity (Optional)- the relevant metric may be selected by the entity.	—	—

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

No.

**4. Provide the following details relating to water discharged:**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharged by destination and level of treatment(in kilolitres)</b>		
<b>(i) To Surface water</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment- Please specify level of treatment	0	0
<b>(ii) To Groundwater</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment- Please specify level of treatment	0	0
<b>(iii)To Seawater</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment- Please specify level of treatment	0	0
<b>(iv) Sent to third-party</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment- Please specify level of treatment	0	0
<b>(v) Others</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment- Please specify level of treatment	0	0
<b>Total water discharged (kl)</b>	<b>0</b>	<b>0</b>

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

No.

**5. Has the entity implemented a mechanism for Zero liquid discharge ? Provide details of its coverage and implementation.**

The Company ensures that there is no discharge of Industrial water into environment. It is achieved by treating waste water through recycling and then recovery and reuse for industrial purpose.

**6. Provide details of air emissions (other than GHG emissions) by the Company.**

Parameter	Please Specify unit	2023-24	2022-23
NOx	NA	NA	NA
SOx	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutant (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others-Please specify	NA	NA	NA

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

NA.

**7. Details of green gas emissions (Scope 1 and scope 2 emissions) and its intensity, in the following format:**

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs,PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs,PFCs, SF6,NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total scope1 and scopr2 emissions intensity per rupee of turnover. (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO2 equivalent	NA	NA
Total scope1 and scopr2 emissions 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)		NA	NA
Total scope 1 and scopr2 emissions intensity in terms of physical output		NA	NA
Total scope1 and scopr2 emissions intensity (optional) the relevant metric may be selected by the entity.		NA	NA



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

NA.

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

No.

**9. Provide details related to waste management by entity in following format.**

Parameter	FY-2023-24	FY-2022-23
<b>Total waste generated in (in Metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	2.222 M.T.	1.100 M.T.
Bio-medical waste ( C)	We do not produce or dispose of any kind of biomedical, construction debris, battery waste or radioactive waste. Hence it is not applicable.	
Construction & demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G)		
a) Oil shocked cotton	0.860 MT	1.4 MT
b) Cutting oil	1.406 MT	3.096 MT
c) Used gear oil	0.910 MT	2.147 MT
Other Non-hazardous waste- Metal Chips (H)	322.344 MT	412.831 MT
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>327.742 MT</b>	<b>420.574MT</b>
Waste intensity per Million rupee of turnover (Total waste generated /Revenue from operations (Rs. in Million)	0.030.MT	0.042MT
Waste intensity per Million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.00036 MT	0.00055MT
Waste intensity in terms of physical output	—	—
Waste intensity (Optional)- the relevant metric may be selected by the entity.	—	—

**For each category of waste generated, total waste recover through recycling, or other recovery operations (metric tonnes)**

Category of waste	FY-2023-24	FY-2022-23
	Dry	Wet
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Category of waste	FY-2023-24	FY-2022-23
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**Indicate if any independent assessment /evaluation/assurance has been carried out by an external agency ?**

NA

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to usage of hazardous and toxic chemicals in your products and process and practice adopted to manage such wastes.**

Our wastes primarily comprises of Metal Chips, Electrical waste, oil soaked cotton, cutting oil, used gear oil and e-waste. Metal chips which is non-hazardous waste and generated by machining of metal casting or fabrication items are sold through regular vendors. Generation of other hazardous wastes is very minimal which include

- a) Oil Shocked Cotton : Generated by cleaning machine parts or others to make oil free the surface of particular parts.
- b) Cutting Oil : Generated by operation of various metal processing machine like lathe, VTL, Milling etc.
- c) Used Gear oil : Used oil from various gear boxes of different machine.

As the above wastes are generated in very small quantities over the year, these wastes are being accumulated and to be sold at one go through registered vendor.

E-wastes : Our E-waste broadly includes computers, servers, scanners, Air conditioners etc. All such e-waste taken together have been generated in small quantities and step are being taken to dispose of the same through registered e-waste vendor.

**11. If the entity has operations/offices in /around ecologically sensitive area (Such as national parks, wildlife sanctuaries, biosphere reserve, wetland, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approval/ clearances are required. Please specify details in the following format.**

Not Applicable.

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

Not Applicable.

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

Yes. The Company is complying with all the mentioned acts and rules.

S. No	Specify the law /regulations / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by the regulatory agencies such as Pollution control Board or by courts	Corrective action taken, if any.
Not Applicable				

**Indicate if any independent assessment /evaluation/assurance has been carried out by an external agency?**

No.

**LEADERSHIP INDICATORS**

**1. Water withdrawal, consumption and discharge in area of water stress (kilolitres)**

**For each facility/ plant located in area of water stress, provide the following information**

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge.

Not applicable

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

NA

**2. Please provide details of total scope 3 emissions and its intensity, in the following format:**

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs,PFCs,SF6,NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total scope 3 emissions per rupee of turnover.	CO2 per million rupees of turnover	NA	NA
Total scope 3 emissions intensity (optional) the relevant metric may be selected by the entity.	—	—	—

**Indicate if any independent assessment /evaluation/assurance has been carried out by an external agency ?**

NA

**3. With respect to the ecologically sensitive areas reported at question 10 of the essential indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.**

Our Company does not have any significant direct and indirect impact on ecologically sensitive areas.

**4. If the entity has undertaken any specific initiatives or used innovative technology or solution 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**

Initiative undertaken	Detail of initiative (web –link if may be provided along- with summary)	Outcome of the initiative
1. Installation of Piped Natural Gas (PNG)	600 KVA DG set converted to 70% PNG +30% Diesel fuel	Save environment & reduce pollution
2. Replacement of Asbestos Sheet	Total covered shed within campus replaced with PGCI sheet	To avoid Air pollution
3.Urinal Pot Installation	Installed urinals pot at our factories	By installing urinals we are saving 5 to 10 litres per uses as compared to using a WC.
4 Installation of Water Filtration Plant	Total existing capacity of Test sump 314000 Ltr.	Save water around 52000 Ltr. per month.
5 Installation of LED light	12 Units of LED light fixtures are installed of a total 1800 Watts.	Saving of electrical consumption 9KWH

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

The Company has a Corporate business continuity policy in place. The purpose of this policy is to formalise the business continuity programme of the Company and to provide guidelines for developing, implementing, exercising and maintaining business continuity Plans of the Company. More especially the policy seeks to provide for the recovery of critical and important processes in accordance with pre-established timeframes, restoration of processing and ultimately return to a permanent operating environment.

Business continuity and disaster management plan requires that the business impacted analysis (BIA) to be updated regularly to determine the adequacy of the recovery strategies. The strategies for recovery of critical and important processes are required to be updated in Group specific continuity plan (GSP). Accordingly, respective team has carried out a review in the beginning of the year of their respective BIA and GSP and updated the same. Further, Technology team has reviewed the Disaster Recovery Plan (DRP) of the Company and the facilities management has reviewed the Emergency Response Procedure (ERP) of the Company.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measure have been taken by the entity in this regard.**

No significant impact.

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

Our major value chain partners (raw material) are mostly certified to ISO 14000 (Environment Management System), thus no physical environmental assessment was needed. However, we have stringent processes of enlisting a new supplier where environmental factors are given due importance.

**Principle 7 – Businesses, when in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.**

**ESSENTIAL INDICATORS**

**1. a. Number of affiliations with trade and industry chambers/associations.**

The Company was a members of two trade and industry chambers/association during the financial year 2023-24.

**b. List the top 10 trade and industry chambers/associations (determined based on total members of such body) the Company 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.	Confederation of Indian Industries	National
2.	Project Export Promotion Council of India	National

**2. Details of corrective action taken or underway on any issue related to anticompetitive conduct by the entity, based on adverse orders from the regulatory authorities.**

Not Applicable.

**LEADERSHIP INDICATORS**

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

Not Applicable.

**Principle 8- Business should promote inclusive growth and equitable development**

**ESSENTIAL INDICATORS**

**1. Details of Social Impact Assessment (SIA) of project undertaken by the entity based on the applicable laws, in the current financial year.**

Not Applicable.

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

Not Applicable.

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

The Company has set up a framework of multiple mechanisms to receive and redress grievances for the Community. The Company desires to initiate following steps in the event of receipt of grievance from Community.

- a. Need Assessment: At the outset, the proposal from the Community to be reviewed to assess the need and the proposed outcome and impact. The implementing agency to be reviewed to ascertain for the fulfilment of regulatory criteria and prior experience in working for a similar cause.
- b. Regular interactions with Community: This is to be done by physical visits, feedbacks review of outcome, verbal communication with community leaders etc
- c. In case there is a grievance and can be resolved by the Company, the proposal accounts for this in the scope of work, approval to be taken prior to action to be taken.

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

The Company for the purpose of carrying day to day production procures goods and services from MSME vendors. Effort are being made to increase the use of goods supplied by local producers or services provided by local service providers at our various plants and offices spread across the country.

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Directly sourced from MSME/small producer	18% of domestic purchase	15% of domestic purchase
Sourced directly from within the district and neighbouring districts	8% of domestic purchase	2% of domestic purchase

**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 wages cost.**

<b>Location</b>	<b>2023-24</b>	<b>2022-23</b>
Rural	0	0
Semi-Urban	0	0
Urban	0	0
Metropolitan	17.14	22.69

\*Classification of above locations were made as per RBI Norm.

**LEADERSHIP INDICATORS**

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

Not Applicable

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

The Company is committed to act responsively towards people and society for inclusive growth of the society where it operates. The corporate Social Responsibility projects and initiative of the Company reached out to different Section of the disadvantaged, unprivileged or differently abled members of the Community to make positive impact on their lives in various ways. During the financial year 2023-24, these projects and initiatives were in thematic areas comprising promotion of education, skill Development, promoting health care including preventive health care, and making available of safe drinking water,

The Company have installed Solar powered water distribution projects in jungle Mahal area in the district of West Midnapore and set up deep hand pump Tube wells in the Sunderban area of the district South 24-Parganas, both are in the state of West Bengal where there are extreme scarcity of availability of safe drinking water specially onset of summer. These two projects are aligned to Government strategy ‘water for all’.

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

No.

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

Sl.No	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1.	Hydraulic and Mechanical Design of high-efficiency pumping equipment for various application needs in Power Plant, Irrigation, Municipal, Drainage, Flood-control and Industrial water systems.	Developed at in-house Research & Development and Design Department	Yes	Used in design of various pumps supplied.
2.	New design developed for Horizontal pump models & supplied to IOCL,BPCL & export 36WLN 33B,24WLN42D,PDMV 250-400. Standard Impeller & Casing Seal Ring data for machining are standardized for WLN Pump	Developed at in-house Research & Development and Design Department	Yes	All new designs were developed against orders. These were manufactured during the year and supplied to respective customers.
3.	Sewage SCF-External Motor Cooling Jacket design for Kerala Stp.Double suction Sewage Pump designed for LIS offer.132KW-12 Pole LT submersible Motor designed.	Developed at in-house Research & Development and Design Department	Yes	
4.	Shock and vibration analysis for inline Pumps for 275g shock for Pumps to be used in Naval Ships.	Developed at in-house Research & Development and Design Department	Yes	All new designs were developed against orders to be executed in next year.
5.	AQUALINE E6X13,P3X11,B1X7 New developed Inline Pump for NAVY Project.	Developed at in-house Research & Development and Design Department	Yes	

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

Name of Authority	Brief of the case	Corrective action taken
NA		

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

**Approximate project-wise beneficiaries and % vulnerable and marginalised groups (Scheduled casts, scheduled tribes) are as mentioned below:**

Sl. No.	CSR Project	No. of person benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1.	Promotion of education	1070	60%
2.	Skill development	205	100%
3.	Promoting Health Care including Preventive Health Care	2094	60%
4.	Making available of safe drinking water	14300	100%

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

**ESSENTIAL INDICATORS**

**Describe the mechanism in place to receive and respond to customer complaints and feedback.**

**The mechanism in place to receive and respond to customer complaints and feedback are as follows:**

- a) The Company advises the customers to file Complaint by furnishing complete details of the same to the Company at [contracts.kolkata@wpil.co.in](mailto:contracts.kolkata@wpil.co.in)
- b) Upon receipt of the written Complaint by the Company, it is recorded in the Customer Complaint Register maintained by Head - QA. Any written customer complaints received at regional office are forwarded to Head-QA. The acknowledgement along with a complaint identification number and the details of the designated officer, who deals with the Complaint, is provided to the Customer within seven days from the date of receipt of such Complaint.
- c) The Company provides the necessary clarification/justification with respect to the Complaint, to the satisfaction of the Customer and takes all appropriate measures to resolve the Complaint within 30 (Thirty) working days from the date of receipt of such Complaint.
- d) In case any additional time is required for resolution of the Complaint, the Company informs the Customer about the requirement of such additional time along with the expected timelines for the resolution of such Complaint.
- e) The Head QA ensures that all Complaints filed by the Customers are resolved within the stipulated time frame.
- f) A record of all Complaints filed by the Customers and the response or resolution provided by the Company is maintained by the Company as per the Company's policy formulated for document preservation and archival.
- g) Status of pending customer complaints are updated by Head –QA every month and same are circulated to Marketing, Service, Contracts, all regional offices and Top Management.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable to our products and services.
Safe & responsible usage.	
Recycling and/or safe disposal	

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

	FY. 2023-24			2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber- Security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	43	0	Nil	50	1	Received towards end of the year

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

Not Applicable.

**5. Does the entity has a framework/policy on cyber security and risk related data privacy? (Yes/No) if available provide a web-link of the policy.**

Yes, the Company has framework policies with respect to information technology/cyber security risk which set forth limit, mitigation strategies and internal controls. This may be accessed at [www.wpil.co.in/investor-services.php](http://www.wpil.co.in/investor-services.php)

Information Security Management Policy and Cyber Security and Cyber Resilience are in place for protecting the organisation's cyberspace against cyber-attacks, threats and vulnerabilities.

The Company has personal data protection standard to ensure that all the personal data is kept secured using appropriate technical and organisational measures including necessary policies, processes and controls. The Company implements and maintains as a minimum the information security standards and frameworks required by applicable laws and regulations.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, the delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/ action taken by the regulatory authorities on safety of products/services.**

Not applicable.



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

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of the customers.
- c. Impact if any, of the data breaches.

The Company did not witness any instance of data breaches during the year.

## LEADERSHIP INDICATORS

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

**Information on products and services of the Company can be accessed at [www.wpil.co.in](http://www.wpil.co.in)**

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

The Company manufactures different type of pumps as per the specifications of its customers. Along with delivery of its products, the Company provides to customers an installation, operation and maintenance manual which incorporates in details about safe and responsible usage of products and its maintenance.

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

Customers are informed of any risk of disruption/ discontinuation of essential services through Email and phone call in the applicable cases.

### 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.

No.

**Did your entity carry out any survey with regard to consumer satisfaction relating to major products/ services of the entity, significant location of the operation of entity or the entity as a whole? (Yes.No).**

Customer's satisfaction trends is conducted through KPI (Key performance Indicator) analysis by the in-house department of the Company. KPI provides a focus on strategic and operational improvement, create an analytical basis for decision making and help focus on what matter most. However, Company also sends questionnaire on its products and services to customers and obtain feedbacks from them which are analysed and appropriate steps are taken as and when necessary to effect further improvement of its products and services to ensure customer satisfaction.

For and on behalf of Board of Director of WPIL Limited  
(CIN:L36900WB1952PLC020274)

P.AGARWAL                      Managing Director  
DIN00249468

K.K.GANERIWALA              Executive Director  
DIN00408722

Place : Kolkata  
Date : 25th May, 2024