

To,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G Bandra Kurla
Complex, Bandra (E), Mumbai-400051

To
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai – 400001

SYMBOL: PTCIL

BSE Code: 539006

Dear Sir/Madam,

Sub: Submission of Business Sustainability & Responsibility Report FY 2023-24

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

We request you to kindly take the same on record.

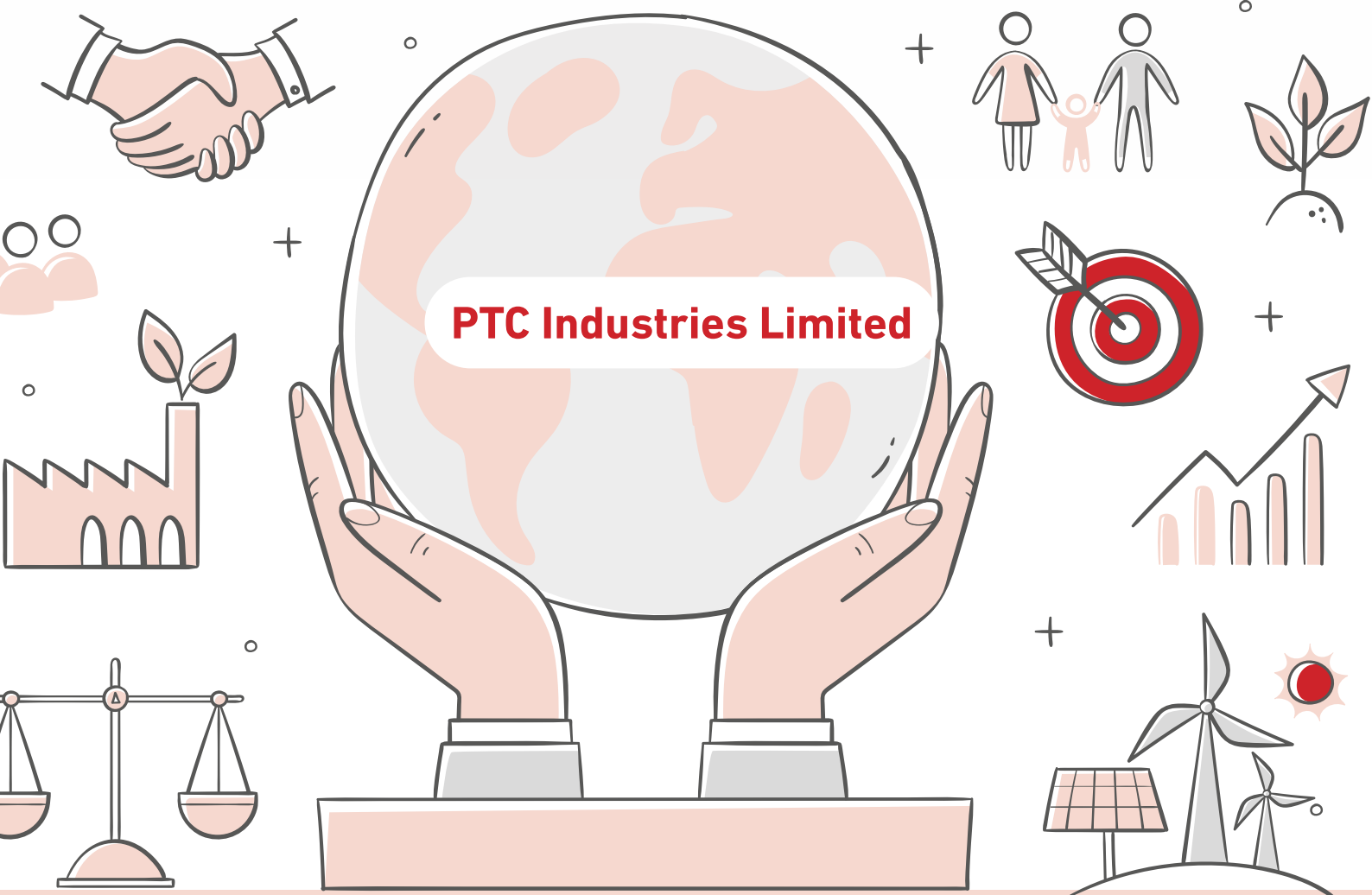
Thanking You,

Yours Faithfully
For **PTC Industries Limited**

Pragati Gupta Agrawal
Company Secretary and Compliance Officer

Date: September 07, 2024

Place: Lucknow



**BUSINESS
RESPONSIBILITY AND
SUSTAINABILITY
REPORT FY 2023-2024**

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L27109UP1963PLC002931
2.	Name of the Company	PTC Industries Limited
3.	Year of Incorporation	1963
4.	Registered Office Address	NH 25A, Sarai Shahjadi, Lucknow 227 101 Uttar Pradesh, India
5.	Corporate Address	
6.	Email Address	companysecretary@ptcil.com
7.	Telephone	05227111017
8.	Website	http://www.ptcil.com/
9.	Financial Year Reported	2023-24
10.	Name of the Stock Exchanges where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital (INR)	14,44,08,730
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Pragati Gupta Agrawal Company Secretary Email- companysecretary@ptcil.com Phone- 0522 7111017
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not Applicable for this Financial Year
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 Company
1.	Manufacturing	Casting of Iron and Steel	86.49

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Casting of Iron and Steel	2431	86.49

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	2	1	3
International	0	0	0

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	19 Countries

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

83%

c. Types of customers

Specialising in the production of high-precision metal components and materials, PTC Industries Limited serves critical and supercritical applications. The company's core strength lies in its ability to cater to a wide range of industries. These include, Defence, Oil & Gas, Liquefied Natural Gas (LNG), Ships & Marine, Energy, Pulp and Paper, Petrochemicals, and various engineering sectors. PTC Industries Limited serves critical and supercritical applications. The company's core strength lies in its ability to cater to a wide range of industries. These include, Defence, Oil & Gas, Liquefied Natural Gas (LNG), Ships & Marine, Energy, Pulp and Paper, Petrochemicals, and various engineering sectors.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	200	181	90%	19	10%
2	Other than Permanent (E)	46	46	100%	0	0%
3	Total Employees (D+E)	246	227	92%	19	8%
WORKERS						
4	Permanent (F)	293	293	100%	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Workers (F+ G)	293	293	100%	0	0

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D+E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently abled workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	6	2	33%

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

Particulars	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.25%	0.78%	2.03%	0.9%	1.2%	2.1%	1.3%	1.2%	2.5%
Permanent Workers	0.77%	0%	0.77%	0.6%	0%	0.6%	0.7%	0%	0.7%

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sr. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	Aerolloy Technologies Limited	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in Rs. Lacs): 24,661.09

(iii) Net worth (in Rs. Lacs): 61,828.90

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY24 Current Financial Year			FY 23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. www.ptcil.com	0	0	-	0	0	
Investors (other than shareholders)	Yes. Investors and shareholders can contact at companysecretary@ptcil.com for any grievances.	0	0	-	0	0	
Shareholders	Yes.	1	0	-	7	0	
Employees and workers	Yes. https://www.ptcil.com/PDF/Investors/policies/WhistleBlowerPolicy.Pdf	0	0	-	0	0	
Customers	Yes. https://www.ptcil.com/ContactUs	0	0	-	0	0	
Value Chain Partners	Yes. [https://www.ptcil.com/PDF/Investors/policies]	0	0	-	0	0	
Other (please specify)				—			

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Disaster recovery	R	Businesses may encounter disruptions due to natural disasters such as earthquakes, hurricanes, and floods. Moreover, the COVID-19 pandemic has also led to significant interruptions in business operations across various sectors	<ol style="list-style-type: none"> 1. Established comprehensive safeguards against disasters, which include the procurement of suitable insurance coverage. 2. Introduced supplementary mitigation strategies to address disruptions caused by pandemic situations. This initiative demonstrates the company's adaptability and resilience in the face of global health crises. 	Negative
2	Health, safety and environment	R	Failure to adhere to established safety protocols by employees poses a significant risk. Additionally, a lack of comprehensive understanding regarding the hazardous properties of chemical substances can have severe consequences.	<ol style="list-style-type: none"> 1. The company has already taken significant steps to reduce the generation of effluents. By implementing stringent measures at the source, the company has been successful in arresting waste production. 2. In line with government regulations, the company has initiated regular medical check-ups and vaccination drives. 	Negative
3	Innovation	O	Emerging technological advancements and evolving market demands present opportunities for companies to develop innovative solutions that address new requirements and enhance existing offerings.		Positive
4	IT data centre & far sight disaster recovery	R	Risk of inadequate data facilities and safety of data centre	The disaster recovery (DR) strategy is being updated continuously	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Training and education	0	A skilled and competent workforce represents a valuable asset for any organization. Highly trained employees and workers are better equipped to execute their responsibilities with heightened efficiency, completing tasks within shorter timeframes while minimizing the risk of workplace injuries.		Positive
6	Data protection	R	Risk of confidential data leakage via USB drives/ flash drives	<ol style="list-style-type: none"> 1. All privileged system access is reviewed periodically & data leakage prevention (DLP) system are implemented at these equipment. 2. Restricted data access control and data encryption to monitor work-from-home activities 	Negative
7	Customer Experience & Satisfaction	0	Delivering an exceptional customer experience is most important for cultivating enduring relationships with clients, nurturing their loyalty, and facilitating sustainable business growth. Several pivotal elements contribute to customer satisfaction and a positive overall experience, including the quality of the product or service offered, clear and effective communication, timely delivery or execution, ease of use and convenience, proactive support and assistance, and a commitment to gathering feedback and implementing continuous improvements. By consistently excelling in these areas, organizations can effectively meet and exceed customer expectations, fostering a strong sense of trust and confidence in their brand		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Skilled Manpower	0	Cultivating a highly skilled and competent workforce can confer a distinct competitive advantage upon organizations. Such a workforce enables companies to excel in delivering superior products or services of exceptional quality. Moreover, it empowers them to foster innovation and exhibit agility in adapting to evolving market dynamics, outpacing their competitors in these crucial aspects.		Positive
9	Social engagement & Impact	0	By actively engaging with the local community and addressing social issues, the company can enhance its brand reputation, foster stronger customer loyalty, and position itself as a socially responsible corporate citizen. This, in turn, can lead to increased market share, improved employee morale, and new avenues for growth and innovation. Embracing this opportunity can help the company differentiate itself from competitors, strengthen its competitive advantage, and contribute positively to the communities it serves.		Positive
10	Quality of Products and Project delivery	0	By consistently delivering high-quality products and services on time, the company can build a strong reputation for reliability, customer satisfaction, and excellence. This can lead to increased customer loyalty, positive word-of-mouth referrals, and a competitive edge in the market, ultimately driving growth and profitability for the company.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Code of Conduct Dividend Distribution Policy Code of Fair Disclosure Corporate Social Responsibility Policy Employee Data Privacy Policy Human Resource Policy Information Security Policy Insider Trading Policy Mission Policy on Determination of Materiality for Disclosures Policy on Disclosures Policy on Determination of Materiality Quality Policy Safety Principles & Occupational Health Policy Whistleblower Policy								
c. Weblink of the policies, if available									
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	<ul style="list-style-type: none"> • ISO 9001 from TUV , • PED (Pressure Equipment directive) TUV W0 MERKBLATT from TUV • The ISO 9001-2000 Certification by BVQI and AD-2000 • Merkblat certification by TUVNORD • BVQI certification for the Pressure Equipment Directive • Various Marine Classification Approvals 								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	PTC Industries Limited operates on a core principle of aligning its actions, along with those of its stakeholders, towards the collective good and the singular objective of achieving self-reliance (Aatmanirbharata) in the country. This purpose unswervingly connects the company to its goal of attaining parity. The Company is committed to fostering equality in terms of capability, technology, skill, workmanship, talent, knowledge, quality, productivity, efficiency, and sustainability with the best in the world within the sphere of influence.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	PTC Industries Limited is committed to fulfil its specific commitments, goals, and targets, guided by a comprehensive framework and strategy currently under development. The company's driving force lies in its focus on sustainability, adherence to ethical practices, and its role as a responsible corporate citizen. The Company actively evaluates its progress, identifies and implements corrective measures, and communicates the actions transparently to stakeholders, thereby ensuring continuous improvement and accountability.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Governance, leadership and oversight									
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i>	<p>PTC Industries, with a strong emphasis on sustainability, recognises its significance across all aspects of its strategy, operations, and community impact. The company's Advanced Manufacturing and Technology Centre, reflect its commitment to sustainability, incorporates environmentally responsible technologies. The building, equipped with a rooftop solar plant and a rainwater harvesting system, contributes to a reduced carbon footprint and conservation of water resources. PTC's manufacturing processes have been redesigned to be greener, with a focus on recycling and reusing materials, thereby reducing its environmental impact. Aware of ESG-related challenges, the company has invested in systems to minimise emissions and maintain a healthy work environment. It uses analytics and artificial intelligence to sustain safety standards, ensuring employee well-being remains a priority.</p> <p>Despite the challenges in achieving holistic ESG practices, PTC remains committed to continuous improvement and accountability. The company balances its concern for the environment and people with efficient and profitable operations, and is committed to resource efficiency and minimising its carbon footprint. It also places importance on the development of communities around its manufacturing units. PTC is committed to integrating ESG principles into its core strategies and operations, taking proactive steps to optimise energy usage and assess ESG related risks.</p> <p>The company's dedication to responsible business practices stands as a demonstration to its vision of setting new benchmarks for ESG excellence in its industry.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Stakeholder Relationship Committee of the Board of the Directors responsible for implementation and oversight of the Business Responsibility policy.								
9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Stakeholder Relationship Committee of the Board of the Directors is responsible for implementation and oversight of the Business Responsibility policy								

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The Stakeholder Relationship Committee of the company conducts a thorough review of its policies. This evaluation process involves an assessment of the effectiveness of policy implementation. Any necessary adjustments to policies and procedures are identified and adopted during this review, ensuring the company's continuous growth and improvement.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	In adherence to all relevant principles, the company ensures full compliance with its legal responsibilities. Should there be any instances of non-compliance, they are promptly addressed and rectified by the Stakeholder Relationship Committee, thereby maintaining the company's integrity and commitment to its principles.									Annually								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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				

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1:

Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

Essential Indicator:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	1	Business Ethics, Corporate Governance, Environment, Health & Safety, Industry Developments, Business Outlook and Growth Prospects in Domestic and Foreign Markets, Equitable Growth and Development of Business, Discussion of Public and Regulatory Policy Framework in State and Central, ESG Principles, Investor Protection and Awareness	100%
Employees other than Board of Directors and KMPs	15	Code of Conduct, Total Quality Management, Lean Management, Six Sigma, Team Building and Leadership, Human Factors, Environment, Health & Safety, Emerging Technologies, Energy Consumption, Cyber Security	82%
Workers	20	Total Quality Management, Code of Conduct, Lean Management, Six Sigma, Environment, Health & Safety	70%

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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 Settlement Compounding fee				
		Not Applicable		

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment			Not Applicable	

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

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

4. Does the Company 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, PTC Industries Limited maintains a strict zero-tolerance stance against any form of corruption or bribery. The company has implemented an Anti-Corruption and Anti-Bribery Policy that mandates firm actions against anyone found engaging in such unethical behavior. This policy applies to all employees, subsidiaries, joint ventures, and affiliates across all levels and locations worldwide.

At PTC Industries, honesty and integrity are important in every aspect of operations. All facilities must adhere to various anti-bribery and anti-corruption laws and regulations. The company's zero-tolerance policy towards bribery and corruption is communicated to all agents, suppliers, contractors, and business partners right from the start of their engagement. New employees receive a copy of the policy upon joining and are required to provide an undertaking as part of their employment contract, affirming their commitment to upholding these principles. Existing associates are also made aware of the policy, and all vendors supplying goods and services to the company are expected to adhere to the company's Code of Conduct, including its anti-corruption and anti-bribery principles. PTC Industries conducts regular training sessions and awareness campaigns throughout the organisation. These initiatives aim to prevent, identify, and detect any potential anti-corruption issues. Wherever the company operates, it maintains the highest standards of ethical conduct and does not tolerate bribery or corruption under any circumstances. The policy can be accessed at: <https://www.ptcil.com/PDF/Investors/policies/Code-of-Conduct-latest.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY2024	FY2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY2024		FY2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	NIL	NA

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

➤ Not Applicable

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	23	41

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	3%	1%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators-

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

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

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

Yes, PTC Industries Limited has instituted robust mechanisms to avoid and manage potential conflicts of interest among its board members. These measures are in alignment with the stipulations outlined in the Terms of Appointment of Directors to the Board. The company's Code of Conduct mandates that both the Board members and the Senior Management must refrain from participating in discussions, voting, or influencing decisions on matters where a conflict of interest may arise. They are also required to abstain from serving as a Director in any company that directly competes with PTC Industries Limited or they must first secure approval from the Company's Board of Directors.

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

Essential Indicator:

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

Segment	FY2024	FY2023	Details of improvements in environmental and social impacts
R & D	0.63%	0.75%	In the pursuit of sustainable manufacturing practices, the dedicated Research and Development (R&D) team lead innovative solutions. The focus lies in optimizing manufacturing processes to achieve energy efficiency while minimizing or eliminating effluents. Leveraging cutting-edge energy-efficient technologies, reduce energy consumption and promote the reuse and recycling of materials. Additionally, the company implement rainwater harvesting and waste reduction strategies, all while building an efficient supply chain to effectively reduce the carbon footprint and conserve valuable resources.
Capex	50.94%	50.79%	

Note-

- The company has initiated the tracking of investments in specific technologies aimed at enhancing the environmental and social impacts of its products and processes. These investments will be included in the upcoming year's report, which will encompass the company's total R&D and capex investments.
- Refer to Annexure VI of Director Report- Particulars of Energy Conservation, Technology Absorption for more details.

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

PTC Industries Limited has made significant strides in sourcing sustainable products. The company is actively establishing a framework to accurately record the sustainable inputs it utilizes. This framework is expected to be fully operational in the upcoming financial year. Recognizing the importance of sustainability in its business practices, PTC Industries conducts thorough evaluations of all suppliers based on social and environmental criteria.

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

A significant percentage of PTC's products are currently being sourced sustainably. The company regularly reviews its operations to ensure responsible handling of sourced materials.

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

(a) Plastics (including packaging)	A significant portion of the company's products are supplied to original equipment manufacturers (OEMs) and exported, thus limiting its ability to reclaim these products once they reach the end of their life cycle. However, the company recognizes its environmental responsibilities and has implemented robust systems to recycle plastics, including packaging materials, electronic waste (e-waste), and hazardous waste generated from its supply chain or operations. This recycling process is carried out in a safe and environmentally responsible manner.
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

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

➤ Not Applicable

Leadership Indicators-

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company has not conducted any life cycle assessment since it manufactures products as per the design and specifications its customers.					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY2024	FY2023
Raw Material	61%	65%

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

	FY2024			FY2023		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging) E-waste Hazardous waste Other waste Battery waste Bio-medical waste	Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle.					

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

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

A significant portion of the products manufactured by the company are exported and supplied directly to Original Equipment Manufacturer (OEM) customers. This business model limits the company's ability to reclaim these products at the end of their life cycle.

However, it's noteworthy that the company's primary input material is waste or scrap material. This approach allows the company to recycle and reuse these materials, demonstrating its commitment to sustainability and efficient resource management.

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicator:

1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	181	181	100%	181	100%	NIL	NIL	181	100%	NIL	NIL
Female	19	19	100%	19	100%	19	100%	NIL	NIL	NIL	NIL
Total	200	200	100%	200	100%	19	100%	181	100%	NIL	NIL
Other than Permanent employees											
Male	46	46	100%	46	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	0	0	NIL	0	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	46	46	100%	46	100%	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	293	293	100%	293	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	0	0	0	0	0	NIL	NIL	NIL	NIL	NIL	NIL
Total	293	293	100%	293	100%	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent Workers											
Male											
Female											
Total											

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

	FY24	FY 23
	Current Financial Year	Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.10%	0.07%

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

Benefits	FY 2023-24			FY 2022-23		
	Current Financial Year			Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	95%	99%	Y	95%	99%	Y
Gratuity	97%	100%	Y	93%	98%	Y
ESI	16%	82.53%	Y	29%	95%	Y
Others- please specify		N.A.			N.A.	

3. Accessibility of workplaces

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

The company is proactively taking steps to create a more inclusive and accessible environment for its differently-abled employees. These efforts include the installation of ramps, lifts, and handrails across all office areas, with the aim of enhancing accessibility for individuals with disabilities. The company's facilities have been thoughtfully designed to accommodate and be user-friendly for employees with varying mobility requirements, fostering an inclusive workplace where everyone can thrive and contribute their best.

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

PTC Industries Limited is dedicated to providing equal employment opportunities to all individuals, ensuring that no discrimination occurs based on age, color, disability, marital status, nationality, race, religion, sex, or sexual orientation. The company is committed to fostering an inclusive work environment that is respectful and free from any form of harassment related to these factors.

The Equal Opportunities Policy of PTC Industries adheres to all applicable regulations, taking into account the qualifications and merit of each individual. This policy serves as a guiding principle to promote fairness and diversity within the organization. It is readily accessible to internal stakeholders through the company's intranet platform, ensuring transparency and awareness among employees regarding their rights and the company's commitment to providing equal opportunities.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	<p>Yes, The company has established a Grievance Policy for its employees, providing them with a platform to express their employment-related concerns. This policy ensures that grievances are addressed promptly, fairly, and impartially by a dedicated Grievance Committee, in line with the organization's other policies. The scope of these grievances includes concerns about the behavior, inaction, or proposed action of a supervisor, another employee, or management. The grievance redressal system outlined in the policy encourages open communication as the first step towards resolution. Employees are advised to seek an informal resolution with their immediate supervisor initially. If this dialogue does not resolve the issue, and the employee feels that their complaint has escalated to a grievance, they can file a formal grievance as per the policy to seek a fair resolution.</p> <p>To facilitate this process, the company provides a grievance form, available both online and in physical form. This form is used to raise grievances, which are then addressed through the grievance redressal process. This approach ensures that every employee's concerns are heard and addressed effectively.</p>
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY2024			FY2023		
	Total employees/workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	246	NIL	NIL	209	NIL	NIL
Male	227	NIL	NIL	189	NA	NIL
Female	19	NIL	NIL	20	NIL	NIL
Total Permanent Workers	293	255	87%	310	218	70
Male	293	255	87%	310	218	70
Female	0	NIL	NIL	0	NIL	NIL

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total (D)	On Health and Safety		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	227	193	85%	179	79%	189	165	87%	170	90%
Female	19	17	89%	15	79%	20	17	85%	15	75%
Total	246	210	85%	194	79%	209	155	74%	185	89%
Workers										
Male	293	293	100%	241	82%	310	310	100%	214	68%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Total	293	293	100%	241	82%	310	310	100%	214	68%

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

Category	FY2024			FY2023		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	227	227	100%	189	189	100%
Female	19	19	100%	20	20	100%
Total	246	246	100%	209	209	100%
Workers						
Male	293	293	100%	310	310	100%
Female	0	0	0%	0	0	0
Total	293	293	100%	310	310	100%

10. Health and Safety Management System:

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

Yes, PTC Industries Limited has implemented a robust and comprehensive Occupational Health and Safety Management System, underscoring its unwavering commitment to prioritizing the well-being of its employees. This health and safety management system serves as a guiding framework, ensuring stringent safety measures are adhered to at all levels of the organization.

From the production floor to support activities, the company has meticulously designed and integrated strict Standard Operating Procedures (SOPs) and protocols into its daily practices to mitigate potential risks and hazards. The health and safety

management system is a dynamic and evolving process, continuously refined to meet the highest industry standards and regulatory requirements.

Regular safety audits, risk assessments, and employee feedback mechanisms play pivotal roles in identifying areas for improvement and fostering a culture of safety awareness and responsibility. Through comprehensive training programs, the workforce is empowered with the knowledge and skills necessary to maintain a safe work environment, promoting a collective commitment to health and safety.

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

The Company recognizes the importance of safeguarding the health and well-being of its workforce. The Company has implemented a robust Hazard Identification and Risk Management (HIRA) system, enabling continuous improvement in occupational safety and employee welfare.

At the helm of this initiative is a highly skilled Process Owner or Qualified Safety Coordinator, who possesses an in-depth understanding of all operational activities and safety standards. This dedicated professional conducts regular Hazard Identification Risk Assessments (HIRA) at all organizational levels, ensuring a comprehensive evaluation and adherence to rigorous safety protocols.

The HIRA process follows a structured six-step approach, meticulously designed to identify, assess, and mitigate potential risks. This proactive strategy not only safeguards the workforce but also reinforces the organization's unwavering commitment to fostering a culture of safety and employee well-being.

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

Yes, The Company has taken proactive steps to enhance safety and prevent accidents by implementing a comprehensive Safety Observation and Near Miss Reporting System. This system is designed to empower employees and stakeholders to actively observe their surroundings, identify potential hazards, and promptly report any near misses or incidents that could have resulted in harm or damage.

By encouraging a culture of safety awareness and active engagement, the organization demonstrates its commitment to the well-being of its workforce and all those associated with the company. The Safety Observation and Near Miss Reporting System serves as a vital tool for identifying trends, analyzing root causes, and implementing corrective actions, ultimately strengthening the organization's safety protocols and safeguarding the overall well-being of its people.

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

Yes, PTC Industries is committed to creating a supportive and nurturing environment for its employees, going beyond the basic salary to address their financial and well-being needs. The organization firmly believes that the financial security and overall health of its workforce are essential for fostering a productive and engaged team. PTC Industries offers a comprehensive suite of health and wellness benefits to all its employees. This includes medical insurance and accident insurance coverage not only for the employee but also for their immediate family members. This provides vital financial assistance in the event of an accident or serious illness, ensuring that employees and their loved ones are protected during challenging times. Moreover, the organization extends its coverage to include dependent parents, recognizing the importance of holistic family support. Complementing the insurance offerings, PTC Industries also provides periodic health check-ups, wellness programs, yoga sessions, and motivational workshops, all aimed at promoting a healthy and balanced lifestyle for its employees.

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

Safety Incident / Number	Category	FY2024	FY2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

PTC Industries values its employees, considering them as the company's most important assets. The company has implemented measures to ensure a safe and healthy work environment, especially for its majority workforce in manufacturing facilities.

A Safety Policy is in place, forming the basis for safety practices in the organization. PTC ensures that employees are well-trained in safety measures, including induction training for new employees and ongoing refresher courses.

Communication about safety matters is a priority at PTC. Regular inspections and audits are conducted to monitor compliance and identify potential risks. An Occupational Health system is also in place to address preventive healthcare needs of the employees.

PTC understands the importance of safety standards across the supply chain and has implemented measures like risk assessments and contractor controls to minimize potential risks.

The company has designed its workplaces to be healthy and conducive for work. Spaces are open and well-ventilated, with natural light enhancing productivity. Workstations are designed based on ergonomic principles to reduce physical strain.

PTC has also provided breakout areas and relaxation spaces for employees to take short breaks and recharge. This commitment to safety, employee well-being, and thoughtful workplace design shows PTC's concern for the health and overall development of its workforce.

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

Category	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

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

PTC Industries maintains a rigorous tracking system to monitor accident rates across all its locations. The notable low number of health and safety incidents can be attributed to the unwavering commitment of both management and workers in fostering a safe working environment. This is achieved through the implementation of the Company's well-defined management approach and the cultivation of a health and safety-first mindset in the execution of daily duties.

At PTC Industries, the process of identifying and implementing corrective actions is an ongoing and systematic effort. All safety incidents are carefully documented, thoroughly investigated, and the corresponding corrective actions are promptly communicated and implemented throughout the organization. In recent times, several significant actions have been taken to enhance safety measures, including:

- a. Introduction of safety interlock systems in the factory: PTC Industries has implemented advanced safety interlock systems to enhance operational safety and minimize the risk of accidents.
- b. Horizontal deployment of past accident recommendations: The company ensures that

recommendations derived from past accidents are shared horizontally across all departments and locations, facilitating the proactive adoption of preventive measures.

- c. Proactive replacement of equipment based on incidents at other parts: PTC Industries emphasizes a proactive approach to equipment maintenance and replacement. By analysing incidents that occur in other parts of the organization, necessary actions are taken to replace or upgrade equipment to mitigate potential risks and enhance overall safety.

Leadership Indicators-

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

Yes, PTC Industries is committed to providing support to its employees and workers, ensuring their well-being even in challenging situations such as permanent disability or loss of life.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

PTC Industries takes a proactive approach to ensuring that all partners in the value chain adhere to statutory obligations.

A robust compliance strategy is in place, which begins with meticulous due diligence during the selection of partners. Contracts are designed with stringent compliance clauses and penalties for non-compliance, emphasizing the importance of regulatory adherence. Regular audits are conducted to verify that obligations are being fulfilled. Partners are required to submit compliance reports periodically and are

offered training to enhance their understanding of statutory obligations. PTC Industries believes in a collaborative approach to compliance, promoting open communication to address issues swiftly. To maintain impartiality, external auditors are occasionally brought in for independent verification. These measures collectively aim to uphold a high standard of compliance and ethical conduct across the value chain of the company.

3. Provide the number of employees/workers having suffered grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2024	FY2023	FY2024	FY2023
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, PTC Industries, as a preferred employer, is dedicated to creating an environment that nurtures personal growth and skill development. This commitment allows individuals to actively participate in shaping the future of PTC Industries. The Company acknowledges the importance of offering opportunities that are forward-thinking, enabling employees to flourish and realize their utmost potential. This approach mirrors the core values of PTC Industries, which include growth, innovation, and a focus on employees.

Even after retirement, the expertise and experience of employees at PTC Industries are valued. In keeping with this appreciation, PTC Industries has implemented a retainership program. This program offers retired employees the chance to take on different roles within PTC Industries. This strategic move allows these individuals to continue contributing their valuable skills and knowledge, while also enjoying continued engagement and a sense of purpose.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of the Critical Suppliers through Supplier Self-Assessment
Working Conditions	

Note : PTC Industries Limited have a system for the suppliers on-site audit/self-assessment and also has specific terms & conditions in Purchase Terms & Conditions regarding Health, Safety and Environmental practices.

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

PTC Industries Limited has established a Supplier Code of Conduct, under which suppliers are subject to audits and monitoring on a range of sustainability issues. Health and safety matters are given significant focus during these audits. Recognizing the criticality of health and safety compliance in all business operations, PTC Industries Limited extends support to suppliers who do not have these policies in place, assisting them in their development. This action underscores PTC Industries Limited’s commitment to maintaining a safe and secure work environment across its entire supply chain.

Principle 4: Business should respect the interests of and be responsive to all its stakeholders

Essential Indicator:

1. Describe the processes for identifying key stakeholder groups of the Company.

PTC Industries adopts a strategic and inclusive approach in identifying its key stakeholders. The Company recognizes that these individuals, groups, or organizations hold a significant interest or involvement in its operations, activities, and overall outcomes.

The Company gives due consideration to the significant influence its stakeholders wield on the organization, as well as real effects that its corporate decisions and actions can impart on these stakeholders.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Personal/group interactions, mailers, trainings, employee satisfaction surveys, townhalls, notices, electronic bulletin boards	Monthly and when needed	The Company actively communicates its vision, values, and strategic objectives, ensuring that all employees have a clear understanding of the company's direction and the role they play in achieving its long-term goals. The company proactively shares regular updates on its various initiatives aimed at enhancing employee welfare, demonstrating its genuine concern for the well-being and professional growth of its most valuable asset – its people. This includes communicating any changes to company policies, introducing new joiners, and highlighting the accomplishments of both the organization and its employees. PTC Industries encourages a two-way dialogue, where employees are empowered to raise their concerns, share suggestions, and ask questions.
Investors	No	Annual report, press releases, newspaper publications, Investor presentations, Corporate website, Quarterly & Annual results, Annual General Meetings, Extraordinary General Meetings, Investor Meets	Annually, Periodically, Quarterly or based on an event	PTC Industries prioritizes transparent communication with investors, sharing its financial performance, strategic direction, and business outlook. The company discloses financial results, including revenue growth, profitability, and cash flow, reflecting its commitment to accountability. It also updates investors on major developments, expansion plans, and market trends, providing a comprehensive understanding of the company's progress and opportunities. Also, PTC Industries communicates its dedication to sustainable practices, robust governance, and proactive risk management.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	In-person and virtual interactions, personal visits to customer, customers' visit to PTC plants, participation in meetings, exhibitions, conferences and events both nationally and internationally. Regular emails, updates through various software and social media.	Weekly and Quarterly Annually Monthly and when needed	<p>This showcases its commitment to responsible business and long-term value creation.</p> <p>Through this multifaceted approach, PTC Industries demonstrates respect for its investors, fostering trust and enabling well-informed decision-making. This strategic focus on investor engagement strengthens the company's reputation and its ability to attract a supportive investor base.</p> <p>PTC is committed to establishing strong, lasting relationships with its customers, built on trust, reliability, and exceptional service. The company proactively communicates its latest product offerings, technological advancements, and industry-specific solutions to ensure customers are well-informed and their needs are met.</p> <p>PTC's communication covers key topics such as product updates, innovations, and customized solutions tailored to individual customer requirements. By fostering open dialogue, the company actively seeks feedback to understand customer expectations better, prioritizing their concerns and preferences in its strategies. Demonstrating its customer-centric values, PTC addresses customer issues with utmost diligence, providing timely resolutions and responsive support.</p> <p>PTC is committed to establishing strong, lasting relationships with its customers, built on trust, reliability, and exceptional service. The company proactively communicates its latest product offerings, technological advancements, and industry-specific solutions to ensure customers are well-informed and their needs are met.</p> <p>PTC's communication covers key topics such as product updates, innovations, and customized solutions tailored to individual customer requirements. By fostering open dialogue, the company actively seeks feedback to understand customer expectations better, prioritizing their concerns and preferences in its strategies. Demonstrating its customer-centric values, PTC addresses customer issues with utmost diligence, providing timely resolutions and responsive support.</p>

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers & service providers	No	Supplier & vendor meets. Workshops & trainings, Audits. IT-enabled information sharing tools and recognition platforms. Dialogue in the context of industry initiatives, joint events, training courses, presentations Supplier risk assessments. Regular mails, telephonic conversations, in-person and virtual meetings. Participation in events, conferences and exhibitions.	Periodically	PTC's communication with vendors aims to ensure they are well-informed about the company's requirements, expectations, and business objectives. Key topics include procurement needs, product specifications, quality standards, delivery schedules, and contractual agreements. Seeking to enhance operational efficiency and supply chain management, PTC actively solicits vendor feedback and suggestions. The company carefully addresses vendor concerns related to payment terms, quality assurance, and sustainable practices, reaffirming its commitment to fair and ethical business relationships.
Business Partners	No	Dialogue with various organisations, publications, mail, in-person and virtual meetings. Regular interactions in meetings, conferences and seminars.	Periodically	PTC engages in collaborative communication with its strategic partners, focusing on shared objectives, innovative ideas, and the exchange of expertise to create mutually beneficial value. The dialogue covers key topics such as joint business opportunities, market insights, technological advancements, and potential synergies. By fostering this open and transparent exchange, PTC demonstrates its commitment to innovation, partnership, and the pursuit of shared success.
Government and Regulatory Bodies	No	Official communication channels including mail, service portals, in-person and virtual meetings, filing of reports, documents, and supporting information. In the course of regulatory audits/ inspections, compliance reviews or plant and site visits.	Monthly, Annually, Periodically	Communication with the government and regulatory bodies includes compliance with regulatory requirements, filing of reports, information, documents, supporting information, environmental impact assessments, social welfare initiatives, and community engagement programs.
Communities	No	Events, conferences, seminars, public forums, website, social media and online publications.	Periodically and when needed	PTC's communication with local communities serves as a vital bridge, allowing the company to understand their needs and aspirations, while proactively sharing information about its business activities, initiatives, and contributions. Topics like environmental impact mitigation, community development programs, job opportunities, and social welfare initiatives.

Leadership Indicators-

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

PTC has established various committees to oversee economic and ESG governance, as well as performance monitoring. The Stakeholders' Relationship Committee, chaired by an independent director, is constituted by the Board.

The company has also formed other internal committees to regularly review quarterly performance on these critical topics. The consolidated reports and outcomes are then presented to the Board during their quarterly meetings.

PTC conducts periodic stakeholder engagement exercises on ESG-related matters. This structured approach ensures consistent frequency, proper delegation, and comprehensive reporting of stakeholder feedback to the Board.

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

Yes, PTC Industries maintains regular and proactive engagement with its key stakeholders, enabling the company to develop effective ESG strategies and foster transparency around their outcomes.

In response to evolving regulations and stakeholder feedback, the company periodically evaluates and updates its policies to ensure they remain relevant and aligned with the company's values of accountability, adaptability, and stakeholder-centricity.

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

PTC Industries is committed to inclusive development, actively engaging with disadvantaged, vulnerable, and marginalized communities through its corporate social responsibility (CSR) initiatives. The company recognizes the importance of addressing the needs and concerns of these underserved groups, striving to create opportunities for their upliftment and empowerment. Through its CSR endeavors, PTC supports underprivileged sections with welfare programs, career growth opportunities, and financial assistance for sportspersons and athletes. PTC is committed to fostering a more inclusive society is evident in its thoughtful and impactful CSR programs.

Principle 5: Business should respect and promote human rights

Essential Indicator:

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	200	181	91%	209	156	75%
Other than permanent	46	41	89%	56	35	63%
Total Employees	246	222	90%	265	191	72%
Workers						
Permanent	293	248	85%	310	211	68%
Other than permanent	0	0	NA	0	0	NA
Total Workers	293	248	85%	310	211	68%

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

Category	FY2024					FY2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	219	0	0	219	100%	209	0	0	209	100%
Male	200	0	0	200	100%	189	0	0	189	100%
Female	19	0	0	19	100%	20	0	0	20	100%
Other than permanent	46	0	0	46	100%	56	0	0	56	100%
Male	46	0	0	46	100%	56	0	0	56	100%
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	293	0	0	293	100%	310	0	0	310	100%
Male	293	0	0	293	100%	310	0	0	310	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / Salary/Wages of respective category	Number	Median remuneration / Salary/Wages of respective category
Board of Directors (BoD)	4	1,22,24,718	1	45,27,305
Key Managerial Personnel	4	1,22,24,718	2	23,67,360
Employees other than BOD and KMP	206	3,32,921	19	3,51,833
Workers	317	2,04,485	0	0

Note-Independent Directors are liable to only sitting fees. They did not receive any kind of remuneration. So, only whole-time directors have been considered in calculating the median remuneration of the Board of the Directors

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	7%	6%

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

Yes, PTC Industries' Human Resources department is responsible for addressing any issues or impacts related to human rights. The company has established a comprehensive Human Rights Policy, providing employees with a clear avenue to report their complaints or grievances. Employees are encouraged to voice their concerns, either to the HR department or directly to senior management if necessary. The policy strictly prohibits any form of retaliation or reprisal against those who raise concerns in accordance with the policy.

PTC demonstrates its commitment to human rights and employee well-being by ensuring that all reported concerns are evaluated and addressed with the utmost priority.

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

At PTC Industries, a robust Human Rights Policy works in tandem with the Grievance Policy to ensure the prompt and effective resolution of issues related to human rights. In the interest of fairness and transparency, a specific mechanism has been put in place by the company. This mechanism includes the procedures listed below:

a) **Open Communication Channels:** Employees and affiliates are encouraged to report any complaints or grievances regarding human rights violations to the

HR department or senior management. PTC strictly prohibits retaliation, fostering a safe and supportive environment for raising concerns.

- b) Investigation Committee:** A dedicated committee conducts thorough and impartial investigations of reported human rights violations. The committee collaborates with senior management to identify suitable remedies and corrective actions, promoting accountability and continuous improvement.
- c) Human Rights Due Diligence:** PTC regularly assesses its human rights practices, both internally and in its external partnerships, to proactively identify areas for improvement and ensure alignment with the highest human rights standards. This reflects the company's commitment to social responsibility.

- d) Training and Awareness:** PTC prioritizes comprehensive training and awareness programs to cultivate a culture of respect, inclusion, and human rights advocacy throughout the organization. By empowering employees, the company strengthens its capacity to prevent and effectively address any human rights-related grievances.

Through these robust internal mechanisms, PTC Industries demonstrates its unwavering commitment to upholding human rights principles and addressing grievances with diligence, sensitivity, and integrity. This holistic approach contributes to fostering a workplace environment that values and safeguards the dignity, rights, and well-being of all employees and stakeholders.

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

The details are provided below:

Category	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment Discrimination at workplace Child Labour Forced Labour/ Involuntary Labour Wages Other Human rights related issues		NIL			NIL	

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

PTC Industries is committed to ensuring a humane and ethical approach in handling grievances as part of its redressal mechanism. The company recognizes the importance of maintaining a peaceful inquiry process, prioritizing the avoidance of any stressful conditions for the parties involved. To address cases of discrimination and harassment against women specifically, PTC has established a dedicated Internal Complaint Committee. This specialized unit demonstrates the organization's steadfast commitment to fostering a safe and inclusive work environment for all its employees.

Moreover, PTC Industries maintains a zero-tolerance policy towards any form of harsh or insulting behaviour exhibited by individuals involved in or conducting grievance proceedings. Such unethical conduct is considered a serious disciplinary offense, and the company takes strict disciplinary action to address any such instances.

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

PTC Industries embeds human rights requirements within its Code of Conduct, underscoring their importance across all business activities. The company strongly encourages its

suppliers to uphold internationally recognized human rights standards and actively align their operations with these principles. PTC maintains a zero-tolerance policy towards forced or child labour, as well as discrimination against employees based on factors such as nationality, race, religion, sexual orientation, or medical conditions.

To reinforce its commitment to ethical practices, PTC actively collaborates with suppliers, vendors, and partners who share the same dedication to human rights. The inclusion of human rights clauses in its agreements further

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	100%

Note: Audits are conducted in accordance with the audit schedule by both internal and external auditors. Government authorities also perform their own evaluations. PTC Industries has ensured that all of its facilities and offices have undergone assessments by external auditors, who verify compliance with statutory requirements related to the aforementioned indicators. These evaluations occur on a quarterly basis. No non-compliance certifications have been received by the organization.

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

As per evaluation, all facilities and offices under PTC Industries demonstrated no adverse effects, thereby eliminating the need for any corrective measures based on the previously mentioned criteria.

Leadership Indicators-

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

PTC Industries is proactively building a comprehensive Human Rights Due Diligence framework, despite not having received any grievances or complaints to date. This strategic approach reflects the company's commitment to upholding the highest ethical standards and respecting human rights throughout its operations. The due diligence process will involve conducting regular audits, risk assessments, and impact evaluations to systematically identify any potential human rights issues across various stages of PTC's business activities, as well as those of its suppliers and partners. By collaborating closely with its stakeholders, the company demonstrates its core values of transparency, accountability, and continuous improvement.

framework. This strategic initiative will further underscore the company's unwavering commitment to respecting and promoting human rights.

The scope of PTC's due diligence process will encompass a thorough assessment of its own business practices, policies, and those of its suppliers and partners. This evaluation will be conducted through the lens of internationally recognized human rights standards, including the principles outlined in the Universal Declaration of Human Rights and the International Labor Organization's Fundamental Conventions. Through this diligent assessment, PTC Industries aims to identify any potential human rights risks and impacts that may arise from its operations and supply chain. By ensuring compliance with human rights principles, the company will work to prevent adverse impacts and proactively address areas that require improvement.

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

PTC Industries is committed to upholding and safeguarding human rights within its operations. As part of this dedication, the company has incorporated human rights due diligence into its regular internal evaluations and external audits. PTC is actively working towards building a more comprehensive and dedicated human rights due diligence

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

Yes, PTC Industries has taken steps to enhance accessibility for those with disabilities within its premises. This includes the incorporation of ramps, elevators, and stairwell handrails. These features are part of PTC Industries' commitment to fostering an environment that caters to the requirements of individuals with disabilities.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
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.

PTC Industries prioritizes sustainability and enforces a Supplier Code of Conduct. This code necessitates that

suppliers participate in audits and monitoring focused on various aspects of sustainability, with a special focus on health and safety issues.

Recognizing the importance of health and safety regulations in all business operations, PTC Industries offers support to suppliers lacking comprehensive health and safety policies. This support involves assistance in the development and implementation of such policies. This cooperative strategy ensures alignment with PTC Industries' dedication to upholding high health and safety standards across the supply chain.

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

Essential Indicator:

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

Parameter	FY24	FY23
	(Current Financial Year)	(Previous Financial Year)
	(GJ)	(GJ)
From renewable sources		
Total electricity consumption (A)	4,813.85	4,520.95
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4,813.85	4,520.95
From non-renewable sources		
Total electricity consumption (D)	52,299.4	48,161.51
Total fuel consumption (E)	1,980.73	864.61
Energy consumption sources (F)	1554.44	2,417.72
Total energy consumed from non-renewable sources (D+E+F)	55,834.57	51,443.84
Total energy consumed (A+B+C+D+E+F)	60,648.42	55,964.79
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/INR)	0.0024	0.0026
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.055	0.059
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	No	No

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

➤ No

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

➤ The Company does not fall under the PAT scheme.

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

Parameter	FY24 (Current Financial Year)(KL)	FY23 (Previous Financial Year) (KL)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	42,953.7	70,485
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	3,107	2,268.5
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	46,060.7	72,753.5
Total volume of water consumption (in kilolitres)	46,060.7	72,753.5
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR)	0.0018	0.0034
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.041	0.078
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	No	No

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

No

4. Provide the following details related to water discharged:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	3107	2268
- No treatment	-	-
- With treatment – please specify level of treatment	3107	2268
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	3107	2268

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

➤ No

5. Has the Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

PTC Industries has taken a responsible approach to managing the wastewater generated from its operations, products, and services. The company has implemented effective waste management systems to handle wastewater properly. It utilizes a state-of-the-art wastewater treatment system, and as a Zero Liquid Discharge (ZLD) plant, it does not discharge any untreated wastewater or treated water into the environment. PTC Industries has implemented a series of water treatment technologies capable of treating wastewater as the contaminants become more concentrated. By installing Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs), the company ensures that the treated wastewater is recycled for use, thereby reducing the consumption of freshwater.

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

Parameter	Unit	FY2024	FY2023
NOx	Mg/Nm ³	158	146
SOx	Mg/Nm ³	49.5	67.4
Particulate matter (PM)	Mg/Nm ³	62.8	87.12
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify Mercury, Cadmium, Chromium etc.	-	-	-

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

➤ No

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

The details are provided below:

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,163.68	899.28
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8,535.24	14,449.08
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/lakhs	0.39	0.71
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/lakhs	8.92	16.24
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-

Note : PTC Industries has initiated carbon foot print calculations & GHG emissions in line with the paris agreement & GHG protocol & as per the ISO 14064.

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

➤ No

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

PTC Industries is dedicated to the ongoing enhancement and innovation of its manufacturing processes to minimize consumption and emissions. The company has embarked on several initiatives to mitigate greenhouse gas (GHG) emissions:

- a. Utilization of Renewable Energy:** PTC Industries has harnessed a substantial amount of solar electricity (891 MWh) and wind turbine-generated electricity (446.18 MWh). In addition, PTC Industries is proactively developing a de-carbonization strategy that aims to enhance the energy mix by embracing renewable energy sources and substituting fossil fuels with alternatives that emit less.

- b. Shift to Cleaner Fuels:** PTC Industries acknowledges the environmental and cost advantages of PNG (Piped Natural Gas) and LPG (Liquefied Petroleum Gas) systems over diesel-based ones. PTC Industries has incorporated natural gas furnaces in its castings and heat treatment furnace pipelines. This transition not only offers a cleaner substitute with a higher potential for energy savings but also aids in reducing GHG emissions. When utilized in new systems, natural gas combustion releases 50 to 60 percent less carbon dioxide (CO₂).
- c. Adoption of Efficient Heating Solutions:** PTC Industries uses induction heaters as an alternative to electric furnaces for heating castings during the machining process. This change significantly decreases power usage, thereby contributing to overall energy efficiency.
- d. Implementation of LED Lighting:** PTC Industries appreciates the advantages of LED lighting, which include superior luminous efficiency and enhanced safety. LED lights drastically cut down CO₂ emissions by reducing fuel consumption compared to traditional lights. To further lessen its carbon footprint, PTC Industries has initiated a program to retrofit existing machinery and fuel systems to enable them to function on fuels with lower carbon intensity. This initiative has led to a significant decrease in the usage of LDO (Light Diesel Oil) and an increase in the use of CNG (Compressed Natural Gas), a fuel with lower energy intensity. As a result, PTC Industries has effectively reduced carbon emissions from its manufacturing processes by substituting equivalent energy sources with CNG, demonstrating its commitment to environmental sustainability.

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

The required details are provided below:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	26.1	20.8
E-waste (B)	0.14	0.55
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	25
Battery waste (E)	0.5	0.17
Radioactive waste (F)	0	0
MS Scrap, SS Scrap (Solid) (G)	4,575.83	4,351.75
Other Hazardous waste. Please specify, if any. (G) Used Oil (Liquid), Furnace Sludge (Solid)	2.8	57.13
Other Non-hazardous waste generated (H). Please specify, if any. (Break- up by composition i.e. by materials relevant to the sector)	110.3	64.19
Total (A+B + C + D + E + F + G+ H)	4,715.67	4,519.42
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR in lakh)	0.19	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total waste generated / Revenue from operations adjusted for PPP)	4.37	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	139.20	142.67
(ii) Re-used	4,575.83	4,351.75
(iii) Other recovery operations	0	0
Total	4,715.03	4,494.42
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	25
(iii) Other disposal operations	0	0
Total	0	25

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

➤ No

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

PTC Industries has prioritized waste management by integrating the principles of the 3R (Reduce, Reuse, Recycle) approach into its decision-making processes. This strategic focus reflects the company’s commitment to environmental stewardship and its dedication to finding innovative solutions to address its waste challenges. By adhering to the solid waste management hierarchy, PTC encourages its teams to continuously explore ways to divert waste from landfills. A key area of emphasis is the reduction of both hazardous and non-hazardous waste across its manufacturing sites.

Throughout the year, PTC Industries has implemented various measures to drive its waste management initiatives. These include recycling waste oil through alternative disposal pathways to minimize the hazardous waste load, as well as recycling Effluent Treatment Plant (ETP) sludge to reduce the need for landfill disposal.

To gain a comprehensive understanding of its waste profile, PTC’s sites have meticulously mapped waste generation and disposal methods. The company has also enhanced its data collection systems, incorporating waste volumes into its monthly environmental dashboard. This data-driven approach enables PTC to make informed decisions and track its progress towards achieving its sustainability goals.

PTC Industries recognizes that its waste management efforts face three primary barriers: cost constraints, regulatory challenges, and limited resources. The company remains committed to addressing these barriers and continuously enhancing its waste management practices.

- 1. Managing Hazardous Waste:** PTC ensures proper handling of hazardous wastes in accordance with regulatory requirements, maintaining a comprehensive waste registry. These wastes are transported to authorized agencies that specialize in their appropriate handling, underscoring the company’s commitment to environmental compliance and safety.
- 2. Managing Non-Hazardous Waste:** PTC Industries places significant emphasis on waste reduction at the source for non-hazardous waste. Through practical and cost-effective solutions, the company has achieved remarkable successes, such as utilizing recycled cardboard boxes as filler for packing materials and introducing reusable pallets for parts and product delivery.

By implementing these innovative waste management strategies, PTC Industries demonstrates its core values of environmental responsibility, continuous improvement, and the creation of shared value. The company’s unwavering dedication to sustainable practices not only benefits the environment but also positively impacts its business operations.

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

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
In all areas of its activities, PTC Industries is dedicated to regulatory environmental compliance and ethical conduct and since the Company operates in industrial areas/estates, its influence on biodiversity is very modest			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
In all areas of its operations, PTC Industries is in compliance with the regulatory environmental laws and ethical conduct					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances, in the following format:

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

Leadership Indicators-

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

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

- (i) Name of the area - Not applicable
- (ii) Nature of operations – NA
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

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

Parameter	Unit	FY2024	FY2023
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity			

PTC Industries is currently developing a system to document all Scope 3 emissions and their intensity. In addition, PTC Industries has begun calculating carbon footprints and GHG emissions, aligning with the Paris agreement, GHG protocol, and ISO 14064 standards. At present, no external agency has conducted an independent evaluation or assessment, as PTC Industries continues to refine this system.

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

➤ No

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

PTC Industries remains committed to adhering to environmental regulations and maintaining ethical practices across all its operations. Given that PTC Industries' operations are based in industrial zones, the impact on biodiversity is minimal.

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of Industry 4.0	Energy Meters connected to Central Energy Monitoring System	System will trigger automatic notification for excess energy consumption without manual Intervention

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

By prioritizing the implementation of this comprehensive business continuity plan, PTC Industries cultivates a culture of preparedness and adaptability. This strategic initiative empowers the company to swiftly pivot and maintain its operations, ensuring that it can continue to create value for its customers, employees, and the communities it serves, even in the face of unexpected adversity.

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

PTC Industries expects its suppliers to adopt and adhere to its binding Code of Conduct, actively promoting the principles outlined within their own supply chains. By doing so, the suppliers demonstrate a steadfast commitment to upholding ethical practices, social responsibility, and sustainability. PTC's emphasis on supplier adherence to the Code of Conduct underscores its holistic view of sustainability and ethical operations. The company recognizes that its success is intrinsically linked to the responsible conduct of its partners, and it is proactive in encouraging a shared vision for a more transparent, equitable, and environmentally-conscious supply chain.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

PTC continuously assess their value chain partners/vendors/suppliers for environmental impacts & found no negative social or environmental impacts on its value chain.

Principle 7:

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicator:

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

12

- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industries [CII]	International
2	Society of Indian Defence Manufacturers [SIDM]	International
3	Castings Technology International (CTI)	International
4	All India Management Association [AIMA]	National
5	Federation of Indian Export Organisation (FIEO)	National
6	UK India Business Council (UKIBC)	International
7	Indo French Chamber of Commerce and Industry (IFCCI)	International
8	Indian Industries Association (IIA)	National
9	Associated Chambers of Commerce and Industry of India	National
10	Lucknow Management Association (LMA)	National

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

Name of the authority	Brief of the case	Corrective action taken
There were no incidents of anti-competitive behaviour involving the Company during the reporting period		

Leadership Indicators-

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

Sl. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
	PTC Industries, either independently or in collaboration with trade bodies and associations, contributes numerous proposals. These proposals pertain to the broader industry and PTC Industries' specific activities, focusing on promoting investment and employment within the state, as well as the Defence, Aerospace, and MSME sectors.				

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicator:

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No Social Impact Assessments (SIA) of project have been undertaken by the Company in the current year since it is not applicable to the Company.					

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
No rehabilitation and resettlement were undertaken by the Company during this reporting period.						

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

Social Responsibility (CSR) Team, entrusting them with the responsibility of closely monitoring the company's CSR projects. This specialized team actively engages with the communities in the regions where PTC operates, demonstrating its commitment to fostering strong relationships with its stakeholders.

In cases where grievances emerge, the CSR Team promptly takes action to address and resolve them. PTC Industries places significant emphasis on maintaining open lines of communication and ensuring that the needs and concerns of the affected communities are swiftly recognized and addressed. By actively monitoring and responding to community feedback, PTC Industries showcases its unwavering dedication to creating a positive social impact.

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

Parameter	FY2024	FY 2023
Directly sourced from MSMEs/ small producer	75%	68%
Sourced directly from within the district and neighboring districts	22%	19%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY24 Current Financial Year	FY 23 Previous Financial Year
Rural	50%	40%
Semi-urban	0%	0%
Urban	39%	18%
Metropolitan	11%	42%

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

Leadership Indicators-

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

Details of negative social impact identified	Corrective action taken
Not Applicable, since Social Impact Assessment is not applicable.	

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

Sl. No.	State	Aspirational District	Amount spent (In INR)
At present, PTC Industries has not embarked on any Corporate Social Responsibility initiatives in the specified aspirational districts.			

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

PTC Industries has a preferential procurement policy that emphasizes supporting local suppliers and Micro, Small, and Medium Enterprises (MSMEs). The company believes in nurturing local economies and promoting sustainable growth within the communities where it operates.

However, it is essential to clarify that while PTC prioritizes local and MSME suppliers, it does not give preference based solely on marginalized or vulnerable group status. The company's procurement decisions are primarily driven by factors such as quality, cost-effectiveness, reliability, and the ability to meet its specific business requirements.

PTC recognizes that in certain cases, suppliers from marginalized or vulnerable groups may not possess the necessary capacity or specialization to form an effective supply chain for specific items being procured. The company's focus remains on creating a robust and efficient supply chain that ensures the highest standards of product quality and delivery reliability, while also maximizing the positive impact on local communities and MSMEs.

PTC Industries firmly believes in fostering diversity and inclusivity within its workforce and supply chain. The company remains open to exploring innovative ways to support the growth and capacity-building of marginalized groups, should they possess the requisite expertise and resources to meet the company's procurement needs.

- (b) **From which marginalized/vulnerable groups do you procure? –**

PTC Industries recognizes the importance of supporting local and small-scale suppliers as part of its procurement practices. The company prioritizes engaging with Micro, Small, and Medium Enterprises (MSMEs) in its supply chain, reflecting its commitment to fostering a more inclusive business ecosystem.

However, PTC's preference for local and MSME suppliers is not solely based on their belonging to marginalized or vulnerable groups. The company's primary focus is on ensuring the capacity, specialization, and effectiveness of its supply chain in meeting its core procurement needs.

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

The company engages with select small businesses to support its canteen operations and food supply at the AMTC Plant in Lucknow and the Mehsana Plant in Ahmedabad. While the contribution from these marginalized suppliers may be relatively modest compared to the company's overall procurement, PTC values their participation and the opportunity to create positive impact within the local communities. This strategic approach reflects the company's core values of social responsibility, empowerment, and the creation of shared prosperity.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the 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	PTC has acquired licenses for usage of various technologies related to metal components like Replicast®, Titanium Castings which can be categorised as intellectual property.	Yes	Yes	The benefits of these technologies are passed on in PTC's value chain, however no formal basis for calculating this benefit share has been designed.

During the year current financial year there was no intellectual properties acquired. The Company has applied trade make for "GREEN TITANIUM".

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable, since no adverse orders in intellectual property related disputes have arisen.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Skill Centre	12	100
2	Sport	1	100
3	Food Serving	2000	100

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

Essential Indicator:

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

PTC Industries has established a well-defined internal procedure to effectively manage customer complaints and ensure prompt resolutions. Customers can conveniently submit their concerns through a dedicated customer portal on a weekly basis.

Once a complaint is received, the PTC team promptly initiates a thorough root cause analysis and engages in discussions to address the customer's concerns.

To continuously improve its products and services, the company closely monitors and reviews trends in Non-Conformance Reports (NCR) at the highest management level. This systematic approach reflects PTC's unwavering commitment to addressing customer grievances, enhancing overall customer satisfaction, and upholding the highest quality standards in everything it offers.

PTC Industries values customer feedback as an essential aspect of its journey towards excellence and continuous improvement. By empowering customers to voice their concerns and working diligently to address them, the company demonstrates its core values of responsiveness, accountability, and customer-centricity.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	PTC Industries tailors its supplies to meet customer specifications, hence are not being calculated as percentage of total turnover.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0	No such complaints received during this period	0	0	No such complaints received during this period
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

PTC Industries ensures that every product is manufactured according to the specifications provided by the customer. Consequently, safety concerns are unlikely to arise as the customer controls the end use and application of the products.

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

Yes, PTC Industries has a comprehensive Data Privacy Policy in place, reflecting its unwavering commitment to safeguarding the personal information of its employees, vendors, clients, and customers. The policy details how the company may collect, use, store, disclose, or otherwise process personal data, including the information provided when accessing PTC's websites. Importantly, it also outlines the rights individuals have regarding their personal data.

PTC's dedication to data privacy is not merely a compliance exercise; it is a strategic imperative that is deeply embedded within the organization's culture and decision-making processes. The company recognizes that the trust of its stakeholders is paramount, and safeguarding their personal information is essential to maintaining that trust.

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

PTC Industries has not encountered any such instances, during the year.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact**
Nil
- b. Percentage of data breaches involving personally identifiable information of customer**
NA
- c. Impact, if any, of the data breaches**
NA

Leadership Indicators-

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

PTC Industries Ltd website's contains all information related to the products, the link is as follows <https://www.ptcil.com>

Social Media handles:

Twitter : <https://twitter.com/ptcil>

Youtube : https://www.youtube.com/channel/UCKqEp5umw7_yzAvDp8dm_Bw

Linkedin : <https://in.linkedin.com/company/ptc-industries-limited>

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

PTC Industries manufactures its products strictly according to the design and specifications provided by its customers. As a result, the end-use and application of these products are entirely controlled by the customers themselves.

While PTC does not have direct control over the safety aspects of product usage, the company remains committed to proactive communication. It ensures that its customers are well-informed about the safe handling and utilization of the products they receive.

As part of this commitment to customer safety, PTC's dedicated customer support team is readily available to address any queries or concerns related to the products. The company encourages open communication channels, enabling customers to reach out with ease and voice their questions or issues.

Though the ultimate responsibility for the end-use of the products lies with its customers, PTC Industries demonstrates its core values of safety, responsibility, and customer-centricity. By providing relevant information and responsive support, the company works towards ensuring a positive experience and maximizing the benefits of its offerings for each customer's specific applications.

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

PTC Industries is committed to clear and transparent communication with its consumers, particularly regarding any potential risks of disruption or discontinuation of essential services. The company has established multiple mechanisms to ensure that customers are promptly informed in such situations.

Firstly, PTC maintains a dedicated customer communication channel where it proactively shares important updates and announcements. In the event of any potential risk to essential services, the company will promptly issue notifications through this channel to keep customers well-informed.

Secondly, the customer support team plays a vital role in disseminating information to customers. These professionals are trained to address inquiries or concerns related to service continuity and are readily available to provide real-time assistance, reflecting PTC's dedication to responsiveness and customer care.

Lastly, the company leverages digital platforms, including its website and social media channels, to reach a broader audience and share updates regarding service disruptions, if any. This multi-pronged approach ensures that PTC's customers stay informed and prepared for any potential risks to essential services.

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

No, PTC Industries does not have direct control over the product information displayed, as its manufacturing is driven by customers' specific drawings, designs, and specifications. The company's focus remains on efficiently fulfilling customer requirements while adhering to all necessary legal guidelines.

Given that the customer determines the product information, PTC Industries ensures that all legal and customer-specific details are accurately represented on its products. This approach reflects the company's values of customer centricity, compliance, and responsiveness.

Yes, To gauge customer satisfaction and address their evolving needs, PTC Industries regularly conducts surveys covering its major products, services, and the overall business performance. Customer feedback and satisfaction are integral to the company's business strategy, enabling it to understand customer experiences and preferences.

Through various communication channels, PTC Industries actively engages with its customers to gain valuable insights into their requirements and expectations. These surveys play a vital role in assessing the effectiveness of the company's offerings, allowing it to continuously improve and align its products and services with customer needs.

By prioritizing customer feedback, PTC Industries demonstrates its commitment to delivering exceptional value and ensuring high levels of customer satisfaction. This customer-centric approach strengthens the company's reputation as a trusted partner, dedicated to meeting and exceeding the expectations of its valued clients.