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meets **Performance**

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L24231PN1992PLC067126

PCL/SEC/24-25/024

3rd July 2024

To, National Stock Exchange of India Limited, "Exchange Plaza" 5 th Floor, Plot No. C-1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400051 NSE Scrip Code - PRECAM	To, BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400001 BSE Scrip Code – 539636
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Subject: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Dear Sir/Madam,

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

The BRSR is also available on the website of the Company at www.pclindia.in as part of Annual Report 2023-24.

You are requested to take the same on record.

Thanking you,

For **Precision Camshafts Limited**

Tanmay M. Pethkar

Company Secretary and Compliance Officer

Membership No. [A53618](#)

Precision Camshafts Limited

📍 Solapur : D5 MIDC, Chincholi, Solapur, India – 413255

📍 Solapur : E102 MIDC, Akkalkot Road, Solapur, India – 413006

📍 Pune : 3rd Floor, "Kohinoor B Zone Baner", Mumbai – Bangalore Highway, Baner, Pune – 411045

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

- ❖ **SECTION A GENERAL DISCLOSURES**
- ❖ **SECTION B MANAGEMENT AND PROCESS DISCLOSURES**
- ❖ **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
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

Business Responsibility and Sustainability Report (Contd.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L24231PN1992PLC067126
2.	Name of the Company	Precision Camshafts Limited
3.	Year of Incorporation	1992
4.	Registered office address	E 102/103 MIDC Akkalkot Road, Solapur, Maharashtra, India, 413006
5.	Corporate office address	3 rd Floor, “Kohinoor B Zone Baner”, Mumbai – Bangalore Highway, Baner, Pune – 411045
6.	E-mail	cs@pclindia.in
7.	Telephone	020-25673050
8.	Website	www.pclindia.in
9.	Financial year for which reporting is being done	1 st April 2023 to 31 st March 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 94,98,58,350
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	CS Tanmay M Pethkar Phone No.- 020-25673050 Email id- cs@pclindia.in
13.	Reporting boundary	Standalone
14.	Name of assurance provider	TÜV SÜD South Asia Private Limited
15.	Type of assurance obtained	Limited

II. Product/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Metal and Metal Products	100

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

S. No.	Product/Services	NIC Code	% of total turnover contributed
1.	Manufacturing of Parts and Accessories for Motor Vehicles	2930	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	12	2	14
International	3	1	4

19. Markets served by the entity

a. Number of locations served

S. No.	Number of Locations served	Number
1.	National (Number of states)	1
2.	International (Number of countries)	2

Business Responsibility and Sustainability Report (Contd.)

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

48 % of total turnover contributes to exports.

c. Briefly explain the types of customers

Precision Camshafts Limited is one of the world’s leading manufacturers and supplier of camshafts, a critical engine component in the passenger vehicle segment. The Company supplies over 150 varieties of camshafts for passenger vehicles, tractors, light commercial vehicles and locomotive engine applicants from its manufacturing facilities in Solapur, Maharashtra. The Company mainly caters to the passenger vehicle segment. Precision Camshafts is a complete solution provider for camshafts manufactured by different technologies earning a major portion of its revenue from the export of camshafts to various OEMs directly and indirectly. It is a niche player in the camshafts segment with a global market share of 8 % to 9% It is also the largest supplier in the domestic market with a market share of 70% and the preferred supplier of casting camshafts to some of the global and domestic original equipment manufacturers (OEM).

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	884	835	94.46	49	5.54
2.	Other than permanent (E)	20	20	100	0	0
3.	Total employees (D+E)	904	855	94.58	49	5.42
Workers						
4.	Permanent (F)	421	421	100	0	0
5.	Other than permanent (G)	1076	1076	100	0	0
6.	Total workers (F+G)	1497	1497	100	0	0

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	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

Business Responsibility and Sustainability Report (Contd.)

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	9	4	44
Key Management Personnel	4	0	0

22. Turnover rate for permanent employees and workers

Category	FY 2024			FY 2023			FY 2022		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	2	0	100	2	0	100	1	0	100
Permanent workers	0	0	0	0	0	0	0	0	0

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	PCL (International) Holding B.V.	Subsidiary	100	NO
2.	MEMCO Engineering Private Limited	Subsidiary	100	NO

VI. CSR Details

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

ii. If yes, Turnover - 62634.38

iii. Net worth - 82051.17

VII. Transparency and disclosure compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024			FY 2023		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	CSR Policy	NIL	NIL	NA	NIL	NA	NA
Investors	Dividend Policy	NIL	NIL	NA	NIL	NA	NA
Shareholders	https://pclindia.in/index.php/corporate-governance/	NIL	NIL	NA	NIL	NIL	NA

Business Responsibility and Sustainability Report (Contd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024			FY 2023		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	https://pclindia.in/index.php/corporate-governance/	NIL	NIL	NA	NIL	NIL	NA
Customers	https://pclindia.in/index.php/corporate-governance/	22	4	NA	8	0	NA
Value Chain Partners	https://pclindia.in/index.php/corporate-governance/	23	0	NA	26	0	NA
Other (please specify)	https://pclindia.in/index.php/corporate-governance/	NIL	NIL	NA	NIL	NIL	NA

26. Overview of the entity’s material responsible business conduct issues

S. No.	Material issue identified	Is it 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.	Ethical Business Practices	Risk	Running our daily activities in an ethical way (e.g., ethical marketing, lobbying, anti-bribery measures etc.)	i. Development of Code of Conduct ii. Development of policies, programs and mechanisms for avoiding unethical practices	Implication-Negative
2.	Employee health, safety, wellbeing and working condition	Risk	Providing a safe & healthy (both physical and mental) work environment for all employees and ensuring fair employment practices (e.g., upholding labour rights, freedom of association)	i. Ensuring periodic internal and external audits ii. Training all employees and workers on safe working practices iii. Investigation of each reported case and taking corrective actions to avoid reoccurrence	Implication-Negative

Business Responsibility and Sustainability Report (Contd.)

S. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Responsible governance practices	Opportunity	Governing our business in a responsible way by considering ESG factors in our operational and strategic business decisions (e.g., remuneration, providing transparency to stakeholders, capital allocation etc.)	Top management of the Company has given top priority to corporate governance issues and displayed signed copies of the Code of Conduct on their website and regularly reviewed by the Committee	Implication-Positive
4.	Compliance	Risk	The risk of non-compliance is taken care of with a proactive management approach	The Company has mapped all applicable regulations and the team is managing the desired compliance level & aspiring path toward excellence journey by adopting international standards	Implication-Negative
5.	Product Stewardship/ Supply Chain Sustainability	Risk	Being an OEM Product, stewardship is not in direct control of the Company however a critical role is played in achieving supply chain sustainability	The Company has created an environmentally and socially sustainable supply chain using an innovative approach to its manufacturing processes. This has reduced risk and helped in building confidence in car manufacturers.	Implication-Negative
6.	Waste Management	Opportunity	Every manufacturing process generates some waste and zero waste is a long-term target. Being proactive Company has continuously improved and reduced its waste significantly	The Company has always maintained a higher level than the desired level of compliance for waste management both hazardous and nonhazardous.	Implication-Positive
7.	Corporate Social Responsibility	Opportunity	We at PCL are cognizant of the importance of CSR activities in improving the livelihoods of our communities. Giving back to the communities is a crucial part of our business development strategy.	The Company has a separate CSR Policy & CSR Committee which makes an annual action plan of activities to be covered under Corporate Social Responsibility. CSR policy empowers the CSR budget of at least 2% of PAT and programs are planned and CSR team prepares an annual calendar for CSR event	Implication-Positive

Business Responsibility and Sustainability Report (Contd.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC principles and core elements. These are briefly as under:

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

1. Policy and Management processes

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(a)	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c)	Web Link of the Policies, if available	www.pclindia.in								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4.	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company’s operations adhere to and are certified for ISO 9001. All manufacturing units are certified for adherence to ISO 14001 & ISO 45001. PCL is an IAFT 16949 certified Company. The Company’s CSR policy follows the provisions of Section 135 of Companies Act, 2013								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	PCL is working to minimise the impact of its activities on the environment by committing: 1. We have 7% reduction in scope 1 & 2 by 2030 from our reporting year calculations. 2. PCL has installed 15 MWT solar power plant at Mangalweda, Dist: Solapur.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

Business Responsibility and Sustainability Report (Contd.)

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Precision Camshafts Limited, sustainability forms the core of all activities. We endeavor to become the driving force in crafting a bright and confident future for the nation, serving our stakeholders responsibly, underpinned by resilience and future-readiness. Communities are a top priority and the Company's CSR activities in the areas of Education, Health and Hygiene, Environment and Rural Development are aimed at addressing concerns and challenges that affect the surrounding communities including underprivileged groups within the community. PCL takes efforts towards enhancement of communities around its operations. Therefore, specific efforts are taken to partner with small and local producers. PCL also invests in supplier development through measures to educate them on best practices that can lead to an improvement in operational and logistical efficiency. In the reporting year, we have created awareness with all our major suppliers about ESG and its relevance to our business. We are in the process of finalising ESG concepts for our supplier assessment. We have targeted 15% of our suppliers to go for ESG assessment and rate them as per their performance.

At PCL we are cognizant of the importance of developing a diverse and inclusive work force. Diversity is one of the core components of our people philosophy. We have institutionalised diversity and inclusion into our employment processes-meritocracy, fairness and ethics being the pillars of our people management strategy. We believe that workplace diversity is a vital component in building an enabling and empowering workplace. Keeping this in mind, we do not discriminate our current or prospective employees based on nationality, race, caste, gender, gender identity/expression, physical ability, religion, colour, sexual orientation, disability, age or marital status. In our agenda to foster an inspiring workplace, we provide equal opportunities to all team members. We continually put in place several initiatives to further strengthen our diversity and inclusion framework.

At PCL, we recognise the importance of emission management in the industry, making it a key material aspect of our business. Over the past five years, we have better understood the difficulty in achieving year-on-year energy reductions and Scope 1 and 2 CO2 emissions savings. Our best opportunities for further improvements are through increased efficiency and fuel use changes, and we will focus on these areas in the coming years. We will also install new technology to identify potential savings and explore new technologies to achieve our goals.

Our sustainability vision and our continual efforts have helped us reduce a considerable number of emissions. To manage our carbon impact and achieve our emission reduction goals, we have strategised a variety of measures including interventions such as replacing fossil fuel with Renewable Solar energy. We will have a 7% reduction in scope 1 & 2 by 2030 from our reporting year calculations. We are planning for renewable energy at our sites in the coming years.

As a part of PCL long-term goal to build a cleaner and greener planet, we have invested in environmental sustainability, making it a key aspect in our manufacturing processes. We focus relentlessly on improving productivity, energy efficiency and maximising sustainability at our manufacturing facility through usage of state-of-the-art technologies and processes. Our technologies and processes help us continually monitor and analyze our environmental footprints in various locations. Resource efficiency and environmental impact reduction are at the core of our sustainability strategy, all our green targets being focussed on these two aspects. ESG performance in the upcoming decade is a key focus area for PCL. Through its community development initiatives, deep vendor relationships, skilled team, and leading technologies PCL will continue to deliver on its ESG agenda while driving true stakeholder value.

Business Responsibility and Sustainability Report (Contd.)

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Karan Y. Shah

Whole Time Director

DIN. 07985441

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

Yes. The Company has a well-defined ESG department who seeks the decision from the Whole-time Directors of the Company on various aspects of the environmental and social issues of the Company.

10. Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Performance against above policies and follow up action	Company policies are established by the Board or Committees of Boar and undergo regular or as-needed reviews by the Board or appropriate committee. These reviews assess the policies’ efficacy, leading to the implementation of any necessary modifications to ensure the policies remain effective and aligned with the Company’s objectives.																	
2. Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company actively ensures adherence to all relevant statutory requirements. Compliance with governing rules and regulations is systematically monitored, and any deviations are promptly addressed, reinforcing our commitment to operating within the established legal and ethical frameworks.																	

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

The majority of our policies are internal. Our Company adheres to these policies and conducts regular internal reviews, excluding external partners from the review process.

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

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

Business Responsibility and Sustainability Report (Contd.)

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

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

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% age of persons in respective category covered by the awareness programmes
1.	Board of Directors	6	During Board/Committee Meetings, directors receive regular presentations covering a range of topics essential to the Company's operations. These include the Company's strategy, business operations, market performance, organisational structure, product brands, finance, risk management framework, quarterly and annual financial results, human resources, technology, health safety & environment, regulatory updates, whistleblower complaints and future outlook. Furthermore, updates are provided on: 1. Internal Controls and Compliance 2. HR Policies, Compensation & Benefits, Talent Management, and Succession Planning program 3. Cybersecurity and Internal Controls related to Cybersecurity 4. Risk Management Strategy and Framework.	100
2.	Key Managerial Personnel			
3.	Employees other than BOD and KMPs	26	Through training, we offer instruction in various areas including career management, leadership, human rights, the Code of Conduct, code of conduct for insider training, POSH, safety, creating an inclusive workplace, and environmental awareness.	100
4.	Workers			

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

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

Business Responsibility and Sustainability Report (Contd.)

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

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

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

Yes, the anti-bribery policy within the Company’s Code of Conduct articulates the dedication to conducting business with integrity, adhering to relevant anti-bribery laws and standards. These policies aim to provide clear guidance, ensure compliance with anti-corruption laws, foster an ethical culture, and protect its employees’ reputations while minimising the risk of fines and penalties. As an integral part of the Global Code of Conduct, the Anti-bribery policy applies universally to all employees. The Company also expects adherence to these principles from its business partners, which include suppliers, service providers, agents, and channel partners (such as dealers and distributors). PCL Code of Conduct is accessible globally which can be accessed in the link - <https://www.pclindia.in>

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

Segment	FY 2024	FY 2023
1. Directors	NIL	NIL
2. Key Managerial Personnel		
3. Employee		
4. Workers		

6. Details of complaints with regard to conflict of interest

Segment	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
1. Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
2. Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL		NIL	

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

NA

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

	FY 2024	FY 2023
Number of days of accounts payables	66.62	64.34

Business Responsibility and Sustainability Report (Contd.)

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:

(₹ In Lakhs)

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	NIL	NIL
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NIL	NIL
	b. Number of dealers/distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	73.84	84.62
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil (For the Current Year)	Nil (For the Current Year)
	d. Investments (Investments in related parties / Total Investments made)	Nil (For the Current year)	Nil (For the Current year)

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. To address conflict of interests involving members of the Board, the Company follows a practice of obtaining annual disclosures from each Director at the commencement of the financial year. Additionally, Directors are required to promptly disclose any changes in their interests throughout the year.

As part of this process, any director with a conflict of interest is restricted from participating in discussions or voting on matters where their personal interests are involved and they are present.

The Company has a Code of Conduct ('CoC') for Directors and Senior Management which inter alia provides that Directors and Senior Management shall observe the highest standards of ethical conduct and integrity and work to the best of their ability and judgement to avoid any conflict of interest.

The policy on Code of Conduct is available at: <https://www.pclindia.in>.

Business Responsibility and Sustainability Report (Contd.)

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

ESSENTIAL INDICATORS

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

S. No.	Segment	FY 2024	FY 2023	Details of improvements in environmental and social impacts
1.	R&D	0	0	NA
2.	Capex	0	0	NA

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

Yes. We create partnership opportunities for suppliers and subcontractors, to contribute to, and share in our success. The Company has a supply chain policy in place that provides guidance on sustainable sourcing. At an all-India level, preference is always given to sourcing from local suppliers. The Company has a supply chain function solely responsible for sourcing from responsible suppliers and it ensures sources have ISO and IATF certifications. At present, these are considered sustainable sources and the Company is in the process of increasing the robustness of the process.

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

Not calculated this year.

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**

Process defined and operation Work Instructions is in place for handling all hazardous and other wastes.

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.**

We have applied to CPCB through their online Portal and paid Fees of ₹ 10,000/-, but still Registration number not allotted to us.

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.
NIL	NIL	NIL	NIL	NIL	NIL

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	Description of the risk / concern Action Taken
NIL	NIL	NIL

Business Responsibility and Sustainability Report (Contd.)

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	
	FY 2024	FY 2023
NIL	NIL	NIL

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

	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste (MT)	0	0.475	0	0	0.92	0
Hazardous waste (MT)	0	0	13.53	0	0	5.9
Shot blast dust	0	0	0.115	0	0	0.08
Oil soaked C waste	0	0	15	0	0	14.60
Waste Oil (KL)	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
None	Not Application

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	835	835	100	835	100	0	0	0	0	0	0
Female	49	49	100	49	100	49	100	0	0	0	0
Total	884	884	100	884	100	49	5.5	0	0	0	0
Other than Permanent Employees											
Male	20	20	100	20	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	20	20	100	20	100	0	0	0	0	0	0

Business Responsibility and Sustainability Report (Contd.)

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	421	421	100	421	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	421	421	100	421	100	0	0	0	0	0	0
Other than permanent workers											
Male	1,056	1,056	100	1,056	100	0	0	0	0	0	0
Female	20	20	100	20	100	20	100	0	0	0	0
Total	1,076	1,076	100	1,076	100	20	2	0	0	0	0

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

	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	Nil	0.001

2. Details of retirement benefits for Current and Previous FY

	Benefits	FY 2024			FY 2023		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
1.	PF	100	100	YES	100	100	YES
2.	Gratuity	100	100	YES	100	100	YES
3.	ESI	100	100	YES	100	100	YES
4.	Superannuation	100	100	YES	100	100	YES
5.	After Retirement Medi-Claim	100	100	YES	100	100	YES

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

Though the Company does not have any differently abled employees the registered office, corporate office, and all plants are equipped for easy movement of differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes. We cover aspects of equal opportunity in our Employee Equal Opportunity policy. We provide equal opportunities to all our employees and to all eligible applicants for employment in our Company. The policy can be view at www.pclindia.in.

Business Responsibility and Sustainability Report (Contd.)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male				
Female				
Total				

*No paternal leave

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

1.	Permanent workers	L 1- Day to day grievance are handled at shop floor level by Shop Supervisor / Plant Head.
2.	Other than Permanent Workers	
3.	Permanent Employees	L2 - If not settled at shop floor level employee can approach HR dept- Manager HR / HR Team to redress grievance. L3 - If not settled in L2 further escalated to GM HR/ Management for further discussion & redressal on the grievance.
4.	Other than Permanent Employees	

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

Category	FY 2024			FY 2023		
	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	884	68	7.69	1,070	0	0
Male	835	68	8.14	1,019	0	0
Female	49	0	0.00	51	0	0
Total Permanent Workers	421	421	100.00	250	0	0
Male	421	421	100.00	250	0	0
Female	0	0	0.00	0	0	0

8. Details of training given to employees

Category	FY 2024					FY 2023				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	855	130	15	703	82	1019	0	0	0	0
Female	49	9	18	40	82	51	0	0	0	0
Total	904	139	15	743	82	1070	0	0	0	0

Business Responsibility and Sustainability Report (Contd.)

Category	FY 2024					FY 2023				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Workers										
Male	1477	45	3	1350	91	250	0	0	0	0
Female	20	5	25	20	100	0	0	0	0	0
Total	1497	50	3	1370	92	250	0	0	0	0

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

Category	FY 2024			FY 2023		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	855	855	100	1019	1019	100
Female	49	49	100	51	51	100
Total	904	904	100	1070	1070	100
Workers						
Male	421	421	100	250	250	100
Female	20	0	0	0	0	0
Total	441	421	95	250	250	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 such system?**

Yes, the Company has successfully implemented an Occupational Health and Safety Management system, attaining certification in accordance with the ISO: 45001:2018 Standard. This comprehensive system has been seamlessly integrated across all facets of the organisation, reflecting our commitment to ensuring the health, safety, and well-being of our employees. By adhering to rigorous standards and protocols, we strive to create a work environment where occupational health & safety is paramount and risks are minimised, thereby fostering a culture of diligence, accountability, and continuous improvement.

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

Yes, we have established processes for employees to report work-related hazards and to remove themselves from such risks. Our approach includes utilising various tools such as HIRA (Hazard Identification and Risk Assessment), Safety Audit, Safety Committee Meetings, Safety Suggestion Scheme, and conducting Daily Plant Rounds. These mechanisms ensure that employees are actively engaged in identifying and reporting hazards, and they have the means to remove themselves from risky situations to maintain a safe work environment.

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

Yes, we have implemented a well-defined procedure. Employees receive through training throughout every phase, beginning with recognising hazardous tasks and progressing to comprehending the potential risks and consequences involved. Moreover, we guarantee that employees have access to effective communication channels via multiple avenues, such as daily gatherings and weekly safety committee sessions headed by departmental leaders and

Business Responsibility and Sustainability Report (Contd.)

project management teams. Additionally, monthly safety committee meetings are convened to assess performance and address any emerging concerns that could affect Environment, Health, and Safety (EHS) standards. All members of our workforce are empowered to identify and report work-related hazards directly to the Project Manager or the designated EHS Officer.

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

Yes, we provide non –occupational medical and healthcare services to our employees.

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

S. No.	Safety Incident/Number	Category	FY 2024	FY 2023
1.	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	3.044	3.48
2.	Total recordable work-related injuries	Employees	0	0
		Workers	17	10
3.	No. of fatalities	Employees	0	0
		Workers	0	0
4.	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

Its our motto and we follow safe work practice, procedure and work instruction to work safely. We focuses on engineering controls, elimination of hazards and for that we carried out HIRA-Hazard identification and Risk Analysis of all processes. We introduced “Safety Suggestion Scheme” for their best suggestions for improvements. Taken care of safe all guards. We are following Safety work permits for critical work activity. In factory premises we take care of road safety like Pedestrian ways, Zebra crossings, etc. We provide occupational health centre and ambulance cab for easy and quick first aid and medical help. We have displayed EHS policy on the shop floor, displayed safety booklet to all employees for education and effective communication. We have issued all type of Personal Protective Equipment’s (PPE) to employees.

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

Category	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NA	NIL	NIL	NA
Health & Safety	NIL	NIL	NA	NIL	NIL	NA

14. Assessments for the year

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

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

Not Applicable

Business Responsibility and Sustainability Report (Contd.)

LEADERSHIP INDICATORS

- 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).**

(A) Employees: Yes

(B) Workers: Yes

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

NA

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees	0	0	0	0
Workers	0	0	0	0

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

No

- Details on assessment of value chain partners: NA**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

- 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.**

NA

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

- Describe the processes for identifying key stakeholder groups of the entity.**

The Company identifies individuals or groups of individuals or institutions that play an important role in the business as its key stakeholders and ensures that it engages with them regularly to understand their needs.

The Company identifies employees including workers, shareholders and investors, customers, dealers and distributors, technical collaborators, banks, suppliers and vendors, society and local communities around the Company’s manufacturing sites, professional bodies and regulators as its key stakeholders. Through regular interactions with our stakeholders across

Business Responsibility and Sustainability Report (Contd.)

various channels, we have been able to strengthen our relationships and enhance our organisational strategy. We have identified key stakeholders group and each stakeholder continues to contribute in their own way in creating a shared value.

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

Stakeholder group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Annual report Press releases Investor presentations Corporate Website Quarterly and Annual Results Annual General Meetings 	> Yearly	<ul style="list-style-type: none"> To stay in touch with the employees, listen to their needs and to address their concerns. Learning Opportunities. Career Management and Growth Prospectus. To stay in touch with the employees, listen to their needs and to address their concerns. Learning Opportunities. Career Management and Growth Prospectus
Customers/ Clients	No	<ul style="list-style-type: none"> Conferences Training Press releases Investor presentations Corporate Website Quarterly and Annual Results 	> Half Yearly	<ul style="list-style-type: none"> To stay abreast of developments in the Company; To apprise of quarterly and annual results Understanding Stakeholders expectations
Shareholders/ Investors	No (except a few small enterprises)	<ul style="list-style-type: none"> Training Press releases Investor presentations Corporate Website Quarterly and Annual Results 	> Periodically > Quarterly > Yearly	Timely business updates on material events, enhancing level of disclosures, compliances
Department Managers	No (except a few small enterprises)	<ul style="list-style-type: none"> one to one interactions/ meets Conferences Policies Mass media & digital communications Social media 	> Annually	<ul style="list-style-type: none"> Understanding client, industry and business challenges Deciding on investment and capabilities required to fulfil demand Ethical Behaviour Governance
Partners & Collaborators	No	<ul style="list-style-type: none"> Official communication channels Regulatory audits/ inspections Environmental compliance Policy intervention Good governance 	> Periodically	To discussions various regulations and amendments, inspections, approvals.

Business Responsibility and Sustainability Report (Contd.)

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.**

Consultation with all stakeholders on economic, environmental and social topics is carried out on periodical basis through direct interaction, surveys and other platforms as presented in Principle 4 Question 2. The feedback obtained from such consultations is analyzed by the respective business heads and responsible committees such as the Stakeholder Relationship Committee, Corporate Social Responsibility Committee and Risk Management Committee etc. The recommendations from these Committees after review and analysis are updated to the Board during board meetings for further proceedings and decision-making aligning with the sustainability and business strategy of the Company. The decisions taken by the Board and measures taken by the Company addressing the concerns which are raised through the feedback mechanism is communicated to the stakeholders.

- 3. 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.**

No

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

The PCL has always been in forefront in helping and upliftment of underserved and underprivileged groups of society. The Company has taken initiatives in specific areas of social development in Solapur, Latur and Osmanabad (Dharashiv) Districts that include primary and secondary education, skill development, vocational training, health and hygiene, sustainability, environment and ecological protection, charter building by opportunities in Sports and Cultural activities. The Company continuously strives to achieve total inclusiveness by encouraging people from all sections of the community irrespective of caste, creed or religion to benefit from our CSR initiatives which are also focussed on communities that reside in the proximity of our Company’s various manufacturing locations in the country.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	884	0	0	1070	582	54
Other than permanent	20	0	0	12	12	100
Total employees	904	0	0	1082	594	55
Workers						
Permanent	421	0	0	250	120	48
Other than permanent	1076	0	0	1075	771	72
Total workers	1497	0	0	1325	891	67.24

Business Responsibility and Sustainability Report (Contd.)

2. Details of minimum wages paid to employees and workers.

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent	884	884	100	0	0	1070	1070	100	0	0
Male	835	835	100	0	0	1019	1019	100	0	0
Female	49	49	100	0	0	51	51	100	0	0
Other than permanent	20	0	0	20	1	12	0	0	12	100
Male	20	0	0	20	1	12	0	0	12	100
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	421	0	0	421	100	250	0	0	250	100
Male	421	0	0	421	100	250	0	0	250	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	1076	1076	100	0	0	1075	1075	100	0	0
Male	1056	1056	100	0	0	1056	1056	100	0	0
Female	20	20	100	0	0	19	19	100	0	0

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

a. Median Remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	5	6,60,71,359	4	20,00,000
Key Managerial Personnel	4	6,57,73,952	0	0
Employees other than BoD and KMP	1228	31,98,52,143	63	16,139,471
Workers	385	10,61,24,271	0	0

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	0.83	1.88

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)

The Company has formulated a Grievance Redressal in Employee Induction Manual and as per the policy of Vigil mechanism which states that the employees can address their complaints or grievances to the Human Resources department or to the Senior Management. There shall be no retaliation or reprisal taken against any employee or associate who raises concerns in accordance with the policy.

Business Responsibility and Sustainability Report (Contd.)

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

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to maintaining a safe and harmonious business environment and workplace for everyone, irrespective of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, and other parameters.

Employees are encouraged to share their concerns with their superiors, the HR department, legal & compliance, or the members of the senior management. Employees can also send their concerns to the designated officer who will take the required action well in time.

In addition, Vigil Mechanism (VM) provides a formal platform to share grievances on various matters. .

New recruits are also sensitised to the VM mechanism forms part of the employee induction programme providing a guarantee of confidentiality.

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

Category	FY 2024		FY 2023	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil

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

	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees/ workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

PCL is committed to providing equal opportunities to all individuals and is intolerant of discrimination and/or harassment based on race, sex, nationality, religion, age, gender identification, expression, etc. In addition to this, the Company has a Policy against Sexual Harassment at the workplace in adherence to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Employees are given training about POSH during their induction.

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

Yes, PCL takes measures to respect human rights at its workplace but also promotes fair employment practices among other stakeholders. It is also part of the contract with suppliers to abide by the laws on child labour, sexual harassment, safe and secure work environment, etc.

Business Responsibility and Sustainability Report (Contd.)

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/ Involuntary Labour	100
Wages	100
Others- please specify	

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

During the FY 2024, no significant risks or concerns were found throughout the assessment, thus prompting no need for corrective actions.

LEADERSHIP INDICATORS

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

No complaints/grievances have been received addressing human rights. The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. The Company regularly sensitises its employees on the Code of Conduct through various training programs as well. We get certification from vendors stating that they follow the applicable labour laws and do not practice child labour.

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

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

Yes.

4. Details on assessment of value chain partners:

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

Note: Value chain partners such as material suppliers, contractors are evaluated periodically. However, major material suppliers including raw material, capital machineries and high value suppliers are assessed based on PCL Code of Conduct and parameters such as child labour, forced labour, sexual harassment, and discrimination.

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

During the FY 2024, no significant risks or concerns were found throughout the assessment, thus prompting no need for corrective actions.

Business Responsibility and Sustainability Report (Contd.)

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

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity, in the following format

Parameter	FY 2024	FY 2023
From renewable sources		
Total electricity consumption (A)	48,996.80	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	48,996.80	0
From non-renewable sources		
Total electricity consumption (D)	2,43,685.65	2,70,644.62
Total fuel consumption (E)	97,969.52	93,197.42
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	3,41,655.17	3,63,842.05
Total energy consumed (A+B+C+D+E+F)	3,90,651.97	3,63,842.05
Energy Intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	5.79	5.80
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	NIL	NIL
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional)- the relevant metric may be selected by the entity	NA	NA

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

Yes, assurance has been undertaken by M/s TÜV SÜD South Asia Private Limited.

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.

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

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	67,362	63,336
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	67,362	63,336
Total volume of water consumption (in kilolitres)	50,570	44,217
Water intensity per rupee of turnover (Water consumed / turnover in Crores)	0.74	0.70

Business Responsibility and Sustainability Report (Contd.)

Parameter	FY 2024	FY 2023
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NIL	NIL
Water intensity in terms of physical output	NIL	NIL
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Yes, assurance has been undertaken by M/s TÜV SÜD South Asia Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment (Used for gardening purposes)	0	0
- With treatment – please specify level of treatment	16,792	19,119
Total water discharged (in kilolitres)	16,792	19,119

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

Yes, assurance has been undertaken by M/s TÜV SÜD South Asia Private Limited.

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

We have well equipped Sewage Treatment plant and there is no any water discharge on outside area

6. Provide details of air emissions (other than GHG emissions) by the entity, in the following format.

Parameter	Please specify unit	FY 2024	FY 2023
NOx	Tonnes	1,796.45	972
SOx	Tonnes	1,791.61	3,078.51
Particulate matter (PM)	Tonnes	7,902.22	4,065.66
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0
Hazardous air pollutants (HAP)	NA	0	0
Others- please specify	NA	0	0

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

Yes, assurance has been undertaken by M/s TÜV SÜD South Asia Private Limited.

Business Responsibility and Sustainability Report (Contd.)

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

Parameter	Please specify unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	6,131.76	5,834.70
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	48,466.37	53,828.31
Total Scope 1 and Scope 2 emissions intensity rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.95	0.95
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)		NIL	NIL
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NIL	NIL
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NIL	NIL

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

Yes, assurance has been undertaken by M/s TÜV SÜD South Asia Private Limited.

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

Yes, The Company has installed 15 MW of Solar Power Plant at Managalwedha, Solapur for captive consumption.

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

Parameter	FY 2024	FY 2023
	Total Waste generated (in MT)	
Plastic waste (A)	0.0208	0.0258
E-waste (B)	0.475	0.92
Bio-medical waste (C)	0.02592	0.02345
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) - Shot Blasting Dust	13.53	5.9
Oil-soaked cotton waste	0.115	0.08
Waste oil	15	14.6
Other Non-hazardous waste generated (H). Please specify, if any.		
Total (A+B + C + D + E + F + G + H)	29.16672	21.54925
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0004	0.0003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0	0
Waste intensity in terms of physical output	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0

Business Responsibility and Sustainability Report (Contd.)

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024	FY 2023
	Total Waste generated (in MT)	
(i) Recycled	0.02592	0.02345
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.02592	0.02345

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

Category of waste	FY 2024	FY 2023
	Total Waste generated (in MT)	
(i) Incineration	0.115	0.08
(ii) Landfilling	13.53	5.9
(iii) Other recovery operations	15	14.6

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

Yes, assurance has been undertaken by M/s TÜV SÜD South Asia Private Limited.

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

Necessary approval is taken from legal authorities for the generation, storage, and disposal of waste depending on the type of waste. All Hazardous/Non-hazardous waste generated is segregated at the source, collected, and stored separately at defined locations in the scrap yard with appropriate identification and labeling. All the hazardous waste is stored as per the requirement so that it can't have an adverse impact on the environment. Inventory of hazardous waste is maintained as per rules. Necessary training and Personal Protective Equipment are provided to all operators engaged in the handling of waste.

All the waste is disposed of through authorised agencies only and necessary records are maintained and return submitted to authorised agencies as per legal requirements. Continual Improvement projects are derived across all the units to reduce the generation of waste from processes/plants.

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, specify details in the following format:

S No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

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 the project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

Business Responsibility and Sustainability Report (Contd.)

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:

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

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:
- (ii) Nature of operations:
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) To Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others -From MIDC storage Supply to Industry	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Business Responsibility and Sustainability Report (Contd.)

Parameter	FY 2024	FY 2023
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0	0
Total Scope 3 emissions per rupee of turnover		0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0	0

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

Yes, assurance has been undertaken by M/s TÜV SÜD South Asia Private Limited.

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

Not applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Renewable energy use for its operations	NA	

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

Yes, we have an emergency preparedness plan covering all manufacturing sites and business operations with detailed guidelines, procedures and action plans for mitigating the risks and impacts in a timely manner. In the event of any major disruption such as process hazard, natural calamities; we have an appropriate action plan for the identified risks to respond to, mitigate the effects of, and restore the operations. We have conducted training and awareness programs to all employees and workers by providing the details of signaling mechanisms, roles & responsibilities, assembly points, medical arrangements to be followed in case of any business disruption.

We have an appropriate system, procedures and mechanisms to address various risks through implementation of emergency preparedness plan and guidelines on appropriate practices to be followed during the occurrence of any disaster.

Business Responsibility and Sustainability Report (Contd.)

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

No significant adverse impact identified

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

The Company ensures compliance with our internal policies across our value chain. All principal material suppliers are required to certify adherence to the PCL Supplier Code of Conduct, which includes commitments to environmental regulations. We are actively improving our evaluation and auditing processes to be more aligned with specific sustainability criteria and other critical material concerns. This initiative is part of our ongoing effort to enhance environmental stewardship among our value chain partners.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1.
 - a. **Number of affiliations with trade and industry chambers / associations: 4 (Four)**
 - b. **List the top 10 trade and industry chambers / associations (determined based on the total members of such a body) the entity is a member of / affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Mahratta Chamber of Commerce industries & Agriculture (MCCIA)	Maharashtra
2.	Automotive Component Manufacturers Associations of India (ACMA)	India
3.	Confederation of Indian Industry (CII)	India
4.	Indo-German Member of Commerce	India

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

Name of authority	Brief of the case	Corrective action taken
NIL	NIL	NIL

LEADERSHIP INDICATORS

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

S. 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)	Relevant Web link
NA					

PCL refrains from involvement in lobbying activities. Senior executives of PCL hold memberships in industry bodies engaged in shaping public policy related to industry & business. PCL's advocacy efforts are primarily directed towards areas of governance, economic reform, and energy security, with a steadfast commitment to advocating for the broader public good.

Business Responsibility and Sustainability Report (Contd.)

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Name and brief details of the 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
Not Applicable					

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

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

The Stakeholder Relationship Committee (SRC) looks into the grievances of the Shareholders related to transfer of shares, payment of dividend and non-receipt of annual report and recommends measure for expeditious and effective investor service etc. The Vigil Mechanism Policy provides for establishment of Vigil Mechanism for directors and employees to report genuine concerns or grievances. Web link of Policies of Company: <https://pclindia.in/index.php/corporate-governance/>

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

Category of waste	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	50	45
Directly from within India	10	10

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: NIL

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	

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

S. No.	State	Aspirational District	Amount Spent (In ₹)
1.	Maharashtra	Dharashiv (Osmanabad)	1,28,804.00

Business Responsibility and Sustainability Report (Contd.)

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

No, We don't have any preferential policy. We are giving business based on the Capability and competency of suppliers.

(b) **From which marginalised /vulnerable groups do you procure?**

Not Applicable

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

Not Applicable

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

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

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. NA**

Name of authority	Brief of the Case	Corrective action taken

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Solar Panel for E Learning Kit (Digital Classroom)	755	100

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

ESSENTIAL INDICATORS

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

The Company has procedures in place for handling customer/consumer complaints. Customer satisfaction survey measurement is also conducted and action plan guides for continuous improvement.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable. The Company is B2B (Business to Business) and products are manufactured as per the requirement of Customers.
Safe and responsible usage	
Recycling and/or safe disposal	

Business Responsibility and Sustainability Report (Contd.)

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

Category	FY 2024			FY 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy			NIL			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

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

Yes, the Company has a Risk Management Policy that has been approved by the Board. As technology and digital advancements continue to progress, cyber risks are becoming more prevalent. To address this, the Company has established a robust Cyber Risk Management framework, which is overseen by the Risk Management Committee. The framework ensures that cyber risks are identified and mitigated effectively. The web link for Risk Management Policy is as follows: www.pclindia.in.

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

Not applicable

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

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

Business Responsibility and Sustainability Report (Contd.)

LEADERSHIP INDICATORS

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

The information on various products of the entity can be accessed on Company's website <https://www.pclindia.in/businesses/>

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

Our Company manufactures products tailored to our B2B clients' needs. We prioritise upholding legal principles and have conducted thorough awareness programs to educate and involve our B2B customers. These initiatives aim to inform our clients about various product specifications, the safe and responsible use of our products, and potential applications.

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

NA

- 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 hole? (Yes/No)**

We manufacture products for B2B clients, hence the above is not applicable to PCL.

ASSURANCE STATEMENT ON THIRD-PARTY VERIFICATION OF SUSTAINABILITY INFORMATION

Unique identification number: **4153930812**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by Precision Camshaft Limited to perform a limited assurance and verification of sustainability information in the SUSTAINABILITY REPORT “BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT”, of Precision Camshaft Limited hereinafter “Company”) for the period from 1st April 2023 to 31st March 2024. The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain limited assurance about whether the sustainability information is prepared in accordance with the reporting criteria of the Standard on International Standard on Assurance Engagements (ISAE) 3000 (hereinafter “Reporting Criteria”).

The following selected disclosures (“parts of the report”) are included in the scope of the assurance engagement for reporting year 1st April 2023 – 31st March 2024 along with comparative previous year information.

The following selective disclosures in the Report “BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT”, published at Integrated Report FY 2023-24.

S.No.	BRSR indicator reference	Description of indicator
1.	Section A – 20-a	Employees and workers (including differently abled).
2.	Section A – 20-b	Differently abled Employees and workers.
3.	Section A – 21	Participation/Inclusion/Representation of women.
4.	Section A – 23	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct.
5.	Section C – Principle 1 – E-1 (Essential Indicator)	Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year.
6.	Section C – Principle 2 – E-2-a (Essential Indicator)	Procedures in place for sustainable sourcing.
7.	Section C – Principle 2 – E-2-b (Essential Indicator)	Percentage of inputs were sourced sustainably.
8.	Section C – Principle 3 – E-1 (Essential Indicator)	Details of measures for the well-being of employees and workers.
9.	Section C – Principle 3 – E-2 (Essential Indicator)	Details of retirement benefits, for Current Financial Year.
10.	Section C – Principle 3 – E-3 (Essential Indicator)	Accessibility to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.
11.	Section C – Principle 3 – E-8 (Essential Indicator)	Details of training given to employees and workers.
12.	Section C – Principle 3 – E-9 (Essential Indicator)	Details of performance and career development reviews of employees and worker.
13.	Section C – Principle 3 – E-11 (Essential Indicator)	Details of safety related incidents.
14.	Section C – Principle 3 – E-13 (Essential Indicator)	Number of Complaints on working conditions & Health safety made by employees and workers.
15.	Section C – Principle 3 – E-14 (Essential Indicator)	Assessments for the year (Health and safety practices, Working Conditions).
16.	Section C – Principle 5 – E-1 (Essential Indicator)	Employees and workers who have been provided training on human rights issues and policies of the entity.

Assurance statement on third-party verification of sustainability information (Contd.)

S.No.	BRSR indicator reference	Description of indicator
17.	Section C – Principle 5 – E-6 (Essential Indicator)	Number of Complaints made by employees and workers
18.	Section C – Principle 5 –E-7 (Essential Indicator)	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
19.	Section C – Principle 6 – E-1 (Essential Indicator)	Details of total energy consumption and energy intensity.
20.	Section C – Principle 6 – E-3 (Essential Indicator)	Details of total water consumption and water intensity.
21.	Section C – Principle 6 – E-4 (Essential Indicator)	Details related to water discharged
22.	Section C – Principle 6 – E-6 (Essential Indicator)	Details of air emissions (other than GHG emissions) by the entity.
23.	Section C – Principle 6 – E-7 (Essential Indicator)	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions).
24.	Section C – Principle 6 – E-9 (Essential Indicator)	Details of total waste generated.
25.	Section C – Principle 8 – E-3 (Essential Indicator)	Describe the mechanisms to receive and redress grievances of the community.
26.	Section C – Principle 8 –E-3 (Leadership Indicator)	Details of beneficiaries of CSR projects.
27.	Section C – Principle 9 – E-3 (Essential Indicator)	Number of consumer complaints.
28.	Section C – Principle 9 – E-7 (Essential Indicator)	Information related to data breach

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the sustainability reporting, and accordingly, we do not express a conclusion on this information. It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the sustainability information in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for sustainability reporting, the collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a sustainability report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based upon the ISO 17029 and ISAE 3000.

The applied level of assurance was “limited assurance”. Because the level of assurance obtained in a limited assurance, the engagement is lower than in a reasonable assurance engagement, the procedures the verification team performs in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement.

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor’s own judgment.

Assurance statement on third-party verification of sustainability information (Contd.)

The procedures included amongst others:

- Inquiries of personnel who are responsible for the stakeholder engagement and materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at plant located in Solapur (Maharashtra) and corporate office at Pune

Conclusion

On the basis of the assessment procedures carried out from 1st April 2024 to 20th May 2024, Nothing has come to our attention to suggest that the Report does not meet the completeness with respect the Reporting Criteria.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the sustainability reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- Financial data were only considered to the extent to check the compliance with the economic indicators provided by the GRI Standards and were drawn directly from independently audited financial accounts. TÜV SÜD did not perform any further assurance procedures on data, which were subject of the annual financial audit.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd hereby declares that there is no conflict of interest with the Company.

Place, Date
22nd May 2024
Gurugram (Haryana)