

IWL: NOI: 2024

5th September, 2024

The Secretary BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai 400 001	The Secretary National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Bandra (E) Mumbai 400 051
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Scrip code: 539083

Scrip code: INOXWIND

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Ref.: Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations')

Dear Sirs,

Pursuant to Regulation 34 of the Listing Regulations, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2023-24.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report of the Company for the Financial Year 2023-24 which can also be accessed at the Company's website at <https://inoxwind.com/>

We request you to take the above information on record.

Thanking You

Yours faithfully,
For **Inox Wind Limited**

Deepak Banga
Company Secretary



Encl.: As above



Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L31901HP2009PLC031083
2.	Name of the Listed Entity	Inox Wind Limited
3.	Year of Incorporation	2009
4.	Registered Office Address	Plot No. 1, Khasra Nos. 264 to 267, Industrial Area, Village Basal, District Una – 174303, Himachal Pradesh
5.	Corporate Office Address	InoxGFL Towers, Plot No.17, Sector 16A, Noida- 201301 Uttar Pradesh
6.	E-mail	Investors.iwl@inoxwind.com
7.	Telephone	+91-120-6149600
8.	Website	www.inoxwind.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited and 2. National Stock Exchange of India Limited
11.	Paid-up Capital	INR 1935,94,84,960
12.	Name and Contact details (Telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Shri Deepak Banga, Company Secretary Telephone: +91-120-6149600 Email: investors.iwl@inoxwind.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Reporting has been done on standalone basis.
14.	Name of assurance provider	No Assurance taken for the reporting year
15.	Type of assurance obtained	No Assurance taken for the reporting year

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business	% of Turnover of the Entity
1.	Manufacturing of Wind Turbine Generators and its component	Manufacturing	85.55%
2.	Sale of Services	Services	11%

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

Sr. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1.	Wind Turbine Generators	27101	85.55%
2.	Sale of Services	-	11%

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	4	1	5
International	-	-	-

19. Market served by the entity:

a. No. of Locations

Locations	Number
National (No. of States)	8
Name of States	Rajasthan, Gujarat, Karnataka, Madhya Pradesh, Tamil Nadu, Kerala, Andhra Pradesh and Maharashtra
International (No. of Countries)	-
Name of Countries	-

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

The Company has only domestic turnover.

c. A brief on types of customers

The company is primarily engaged in the business of manufacturing of Wind Turbine Generators (“WTGs”) and providing the key solutions by supplying these WTGs to power producers, public sector power producers and various Commercial and Industrial (C&I) customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	286	266	93.01%	20	6.99%
2	Other than Permanent (E)	181	180	99.45%	1	0.55%
3	Total Employees (D+E)	467	446	95.50%	21	4.50%
WORKERS						
4	Permanent (F)	712	712	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total Workers(F+ G)	712	712	100%	0	0%

b. Differently abled Employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	0	0%
2	Other than Permanent (E)	0	0	0	0	0%
3	Total Differently abled Employees (D+E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	1	1	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total differently abled Workers (F+ G)	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel (other than BOD)	4	0	-



22. Turnover rate for permanent employees and workers (Disclose trend for the past 3 years)

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.81%	52.94%	24.76%	13.00%	20.00%	33.00%	10.00%	24.00%	34.00%
Permanent Workers	19.63%	0.00%	19.63%	16.05%	0.00%	16.05%	4.65%	0.00%	4.65%

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Inox Leasing and Finance Limited*	Ultimate Holding Company	NA	No
2.	Inox Wind Energy Limited**	Holding Company	NA	Yes
3.	Inox Green Energy Services Limited(IGESL)	Subsidiary	55.72%	Yes
4.	Waft Energy Private Limited	Subsidiary	100%	No
5.	Resco Global Wind Services Private Limited (RESCO)	Subsidiary	100%	No
6.	Marut-Shakti Energy India Limited	Step-down Subsidiary	100% held by RESCO	No
7.	Satviki Energy Private Limited	Step-down Subsidiary	100% held by RESCO	No
8.	Sarayu Wind Power(Tallimadugula) Private Limited	Step-down Subsidiary	100% held by RESCO	No
9.	Vinirrrmaa Energy Generation Private Limited	Step-down Subsidiary	100% held by RESCO	No
10.	Sarayu Wind Power (Kondapuram) Private Limited	Step-down Subsidiary	100% held by RESCO	No
11.	RBRK Investments Limited	Step-down Subsidiary	100% held by RESCO	No
12.	Wind Four Renergy Private Limited	Step-down Subsidiary	100% held by IGESL	No
13.	Suswind Power Private Limited	Step-down Subsidiary	100% held by IGESL	No
14.	Vasuprada Renewables Private Limited	Step-down Subsidiary	100% held by IGESL	No
15.	Ripudaman Urja Private Limited	Step-down Subsidiary	100% held by IGESL	No
16.	Vibhav Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
17.	Haroda Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
18.	Khatiyu Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
19.	Vigodi Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
20.	Ravapar Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
21.	Nani Virani Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
22.	Aliento Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
23.	Tempest Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
24.	Vuelta Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
25.	Flutter Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
26.	Flurry Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
27.	I-Fox Wind technik India Private Limited	Step-down Subsidiary	51% held by IGESL	No
28.	Resowi Energy Private Limited #	Step-down Subsidiary	51% held by IGESL	No

* ceased to be ultimate holding company of the Company w.e.f. 26th July, 2023.

** ceased to be holding company of the Company w.e.f. 31st October, 2023.

became subsidiary of Inox Green Energy Services Limited and in turn step down subsidiary of the Company w.e.f. 7th February 2024.

VI. CSR Details

24. Whether CSR is applicable as per section 135 of Companies Act,2013: (Yes/No)- Yes

Particulars	Amount in INR Lakhs
Turnover	INR 158377.21
Net worth	INR 209072.55

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company is regularly keeping track over the complaints of communities to resolve them on real time basis	0	0	NA	0	0	NA
Investors (Others than Shareholders)	The Company keeps track of grievances received from members and the same are addressed promptly.	0	0	NA	0	0	NA
Shareholders	Secretarial Department looks over the grievances of shareholders and resolves them on priority.	0	0	NA	0	0	NA
Employees and Workers	The company has a comprehensive HR policy that covers various areas, including a grievance redressal mechanism for both employees and workers.	0	0	NA	0	0	NA



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	The Company resolves the grievances of its customers and ensures best level of customer satisfaction	0	0	NA	0	0	NA
Value Chain Partners	The Company looks over the grievances and resolves them on priority.	0	0	NA	0	0	NA

Web link for Grievance Redressal: <https://inoxwind.com/investor-correspondence-grievance>

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

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

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
1.	Renewable energy adoption	Opportunity	Increasing global demand for renewable energy solutions aligns with Inox Wind's business.	Investing in research and development to enhance the efficiency and capacity of wind turbines.	Positive: Increased revenue from higher demand for wind energy solutions.
2.	Expansion into emerging markets	Opportunity	Growth potential; new customer base	Market research; strategic partnerships	Positive: Revenue growth
3.	Chemicals used as raw materials and the process waste of composites in blades are hazardous in nature.	Risk	The Company is disposing of the uncured and/or hazardous waste as per norms prescribed by the State Pollution Control Board for incineration & then land filling, coprocessing, etc. by generating the Statutory Manifest.	The Company is bearing the cost of such safe disposal of hazardous waste in terms of internal segregation, processing in machines, transportation to safe processing units, etc. as a part of its daily production activities. Required resources are accordingly budgeted, which is a major cost to the Company for the safe disposal of hazardous wastes.	Risk: The Company is bearing the cost of such safe disposal of hazardous waste in terms of internal segregation, processing in machines, transportation to safe processing units, etc. as a part of its daily production activities. Required resources are accordingly budgeted, which is a major cost to the Company for the safe disposal of hazardous wastes.

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
4.	Technological Innovation	Opportunity	Advancements in wind technology can enhance product offerings and market competitiveness.	Investing in innovation and partnering with technology leaders to stay ahead in the market.	Positive: Increased market share and profitability through innovative solutions.
5.	Continuous and Affordable Green Power	Opportunity	Providing continuous and affordable green power to our customers is an opportunity for the company to enable them to reach their climate commitments.	NA	Positive: Enabling our customers to fulfill their climate commitments through continuous and affordable green power is a key opportunity for the company



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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://inoxwind.com/corporate_governance								
2. Whether the entity has translated the policy into procedures. (Yes / No)	The Company prioritizes its operations according to its established policies. Management has made sure all relevant policies are distributed to every department. They emphasize that all work is done following the Company's guidelines. This focus on translating policies into clear procedures demonstrates the Company's commitment to following regulations, being responsible, and conducting business with integrity.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company champions sustainable and socially responsible practices throughout its value chain. It integrates these considerations into its own operations, adhering to strict policies for environmental and social impact. While the Company strives to ensure its activities benefit society and heal environmental damage, it recognizes the ongoing need to collaborate with its value chain partners for a greater positive impact.								
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 for Quality Management System IS3834-2: 2021 for Quality Management System for Welding								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<p>We are dedicated to sustainable development practices, actively seeking to integrate environmental stewardship into all aspects of our operations. Our primary aim is to significantly reduce greenhouse gas emissions by championing clean, renewable energy sources. By harnessing the power of wind energy, we contribute to a cleaner, healthier planet, providing an alternative to fossil fuels and mitigating the adverse effects of climate change.</p> <p>As a key player in the wind energy market, we recognize the crucial role we play in the global transition to renewable energy. This awareness brings with it a profound responsibility to minimize our environmental footprint. We are committed to implementing practices that not only adhere to environmental regulations but also set new standards for sustainability within our industry. Our initiatives are designed to protect natural resources, reduce waste, and promote biodiversity.</p> <p>We firmly believe that our responsibility extends far beyond mere financial performance. Our commitment to a sustainable, low-carbon future is unwavering. We invest in cutting-edge technologies and innovative solutions that enhance the efficiency and effectiveness of our renewable energy projects. Our focus is on creating long-term value for all stakeholders, balancing economic growth with ecological integrity.</p> <p>Through our dedicated efforts, we strive to make a positive, lasting impact on the environment, society, and the communities we serve. We engage with local communities to ensure our projects provide tangible benefits, such as job creation, economic development, and improved quality of life. Our approach is holistic, considering the social, economic, and environmental dimensions of sustainability. By fostering partnerships and collaborating with various stakeholders, we aim to drive meaningful change and contribute to a greener, more sustainable future for all.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Through our innovative and customer-centric approach, we aim to lead the renewable energy sector. Our solutions are designed to optimize energy efficiency, reduce greenhouse gas emissions, and support the global transition to a low-carbon economy. By prioritizing sustainability in every aspect of our operations, we are committed to creating a positive, lasting impact on the environment and the communities we serve.</p> <p>Although there have been instances where certain targets were not fully met, we remain steadfast in our commitment to overcoming these obstacles. We are actively implementing corrective measures and continuously adjusting our strategies to ensure future targets are consistently met. Our focus remains on enhancing operational efficiencies, fostering innovation, and strengthening collaborations to drive sustainable growth and maintain progress toward our strategic objectives.</p>								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements:

At Inox Wind, we are dedicated to delivering cutting-edge solutions that not only meet rigorous industry standards but also adapt to the evolving needs of our customers, all while actively contributing to a sustainable future. Social responsibility lies at the core of our operations, and we have integrated Environmental, Social, and Governance (ESG) principles across every aspect of our business.

Continuously striving for improvement, we are committed to enhancing our processes and making meaningful contributions to society, aiming for a brighter tomorrow. Transparency is paramount to us, as evidenced by our meticulous mapping of our emissions footprint, which we openly disclose through respected platforms. Our sustainability goals extend beyond environmental impact; they encompass fostering social responsibility, engaging with communities, prioritizing health and safety, and maintaining robust governance practices.

We firmly believe that ethical business practices built on transparency, responsibility, and accountability can catalyze positive change for both people and the planet. Therefore, our ambitious objective is to achieve Net Zero Carbon operations by 2035, aligning our aspirations with global sustainability targets.

At Inox Wind, our mission is straightforward to enrich lives and achieve sustainable long-term growth by responsibly creating shared value for all stakeholders. We firmly believe that our responsibility transcends mere financial performance. We are steadfast in our commitment to forging a sustainable and low-carbon future. Through dedicated efforts, we strive to make a meaningful and enduring impact on the environment, society, and the communities where we operate.

Short term Priorities:

- Ensuring responsible sourcing of materials throughout our supply chain.
- Committing to creating a safe and healthy work environment for all employees.

Mid-term Priorities:

- Minimizing the environmental impact of our wind turbine manufacturing processes, including energy consumption, waste generation, and water usage.
- Implementing sustainable material sourcing and responsible waste management practices to minimize waste generation.



8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy. Shri Devansh Jain and Shri Manoj Dixit, Whole-time Directors of the Company are responsible for implementation and oversight of the Business Responsibility policy (ies).
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 constituted Business Responsibility and Sustainability Committee.

Sr. No.	Name	Designation
1	Shri Devansh Jain, Whole-time Director	Member
2	Shri Manoj Dixit, Whole-time Director	Member
3	Shri Mukesh Manglik, Non-Executive Director	Member
4	Chief Financial Officer	Member

10. Details of Review of NGRBCs by the Company:

Subjects for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/Any other – please specify)									
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	
Performance against above policies and follow up action																			Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																			Quarterly

11. **Disclosure Questions** P1 P2 P3 P4 P5 P6 P7 P8 P9
- 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. No

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

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

SECTION C: PRINCIPAL 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- Importance to Investors:



1. Percentage coverage by training and awareness programs on any of the principles during the year

Segment	Total Number of training and awareness programs held	Topics / principles covered under the training and its impact	% of person in respective category covered by the awareness programs
Board of Directors	0	Nil	0
Key Managerial Personnel	7	<ul style="list-style-type: none"> • Knowing the Sustainable Development Goals • Social Accountability & Responsibility • Fair Business Practices(FBP) • Presentation Skills • Customer Delight 	>90%
Employees other than BOD and KMPs	20	<ul style="list-style-type: none"> • Prevention of Sexual Harassment (POSH) at Work Place • Time Management • Knowing the Sustainable Development Goals • Corporate Sustainable Development • Cyber Security • Social Accountability & Responsibility • PMSDP- Introduction to PMSDP & Target Setting • Accident & Accident Investigation • HR Awareness INOX WIND (Offices) • Awareness training on SA 8000 • WASH - A short training module on Water, Sanitation and Hygiene (For Employees) • Behaviour Based Safety 	>90%



Segment	Total Number of training and awareness programs held	Topics / principles covered under the training and its impact	% of person in respective category covered by the awareness programs
Workers	9	<ul style="list-style-type: none"> Prevention of Sexual Harassment (POSH) at Work Place Time Management Human Rights Awareness Customer Delight Human Rights Awareness For Employees Gender Sensitivity Fire & Explosions Awareness training on SA 8000 	>85%

2. Details of fines /penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	0	0	0	0	0
Settlement	0	0	0	0	0
Compounding Fee	0	0	0	0	0

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0	0	0
Punishment	0	0	0	0

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

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

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

The Company is dedicated to fostering a culture of integrity and ethical behavior by regularly educating all employees, officers, contractors, and agents about anti-corruption and bribery. The Company places a strong emphasis on ethical conduct in every aspect of its business, expecting all personnel to adhere to its stringent anti-corruption policy. To bolster its governance mechanisms, the Company has established a robust Anti-Bribery Management System (ABMS). Anti-corruption measures are seamlessly integrated into the HR policy, ensuring proactive prevention, detection, and correction of such issues.

Web link of the policy: https://inoxwind.com/corporate_governance

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints related to issues of Interest of the Directors	0	NA	0	NA
Number of complaints related to issues of Interest of the KMPs	0	NA	0	NA

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

Not applicable, as the Company has not under gone any such instances.

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

	FY 2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Number of days of accounts payables	97 days	213 days

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

Parameter	Metrics	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	28%	8%
	c. Investments (Investments in related parties / Total Investments made)	100%	99.99%
	d. Loans & advances (Loans & advances given to related parties / Total loans & advances)	56%	17%

**LEADERSHIP INDICATORS (GOOD GOVERNANCE)****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
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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.

The Company prioritizes ethical conduct through a clear conflict of interest policy, which outlines prohibited actions and expected behaviors for board members. This policy is readily accessible on our website. Potential conflicts of interest are documented and actively evaluated by the board to identify situations requiring mitigation or recusal. For transparency, board members must recuse themselves from discussions or decisions when a conflict arises. For senior management, even stronger safeguards are in place. They must fully disclose any potential conflicts to the Whole-time Director/Chief Executive Officer and obtain prior written approval. All disclosures are meticulously documented, ensuring that all leadership positions maintain the highest ethical standards. Web link of the policy: https://inoxwind.com/uploads/2023/06/IWL-Code_of_Conduct_to_regulate_monitor_and_report_trading_by_its_Designated_Persons_and_others.pdf

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.**Essential Indicators- Importance to Investors:****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of Improvements in Environmental and social impacts
R & D	Nil	Nil	Nil
Capex	Nil	Nil	Nil

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

Yes. The nature of the Company's business involves manufacturing wind turbine generators, which contribute to promoting a sustainable environment. The Company is dedicated to enhancing traceability and transparency within its supply chain. This includes tracking the origin of raw materials and components, ensuring compliance with sustainability certifications or standards. Additionally, wherever possible, the Company strives to maximize procurement from local suppliers to minimize fuel consumption and reduce the environmental impact of transportation.

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

The company tracks raw material origins, ensuring compliance with sustainability standards. It prioritizes local suppliers to minimize fuel use and transportation emissions.

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.

Not Applicable

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

Not Applicable.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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					

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
Nil		

3. Percentage of recycled or reused input material to total material 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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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
Nil	



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

Essential Indicators- Importance to Investors:



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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	266	266	100%	266	100%	0	-	266	100%	266	100%
Female	20	20	100%	20	100%	20	100%	0	-	20	100%
Total	286	286	100%	286	100%	20	100%	266	100%	286	100%
Other than Permanent employees											
Male	180	0	-	180	100%	0	-	180	100%	0	-
Female	1	0	-	1	100%	1	100%	0	-	0	-
Total	181	0	-	181	100%	1	100%	180	100%	0	-

To ensure a healthy and happy workforce, IWL has implemented several programs that address the physical, mental and emotional well-being of our employees.

(b) Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	712	712	100%	712	100%	0	-	712	100%	712	100%
Female	0	0	-	0	-	0	-	0	-	0	-
Total	712	712	100%	712	100%	0	-	712	100%	712	100%
Other than Permanent Workers											
Male	0	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	0	-	-	-	-	-	-	-	-	-	-

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of The Company*	0.03%	0.10%

* Amount includes GMI, GPA and WC policy (inclusive GST)

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	-	-	-	0%	0.84%	Yes

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

Yes, the Company's premises are equipped with the necessary infrastructure to ensure smooth access for individuals with disabilities. We comply with the requirements of the Rights of Persons with Disabilities Act, 2016, and are dedicated to providing a diverse and equitable work environment for all employees and workers. Our offices include features such as entry ramps and elevators to facilitate easy access for employees and workers with disabilities.

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.

IWL provides equal opportunity for all people. The Company is dedicated to fostering an inclusive and diverse workplace and has implemented an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016. This policy ensures that all employees, including those with disabilities, are treated with dignity, respect, and fairness, and are provided with equal access to opportunities for employment, promotion, training and career advancement.

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

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

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

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

The Company's Grievance Redressal Procedure is accessible to all employees and workers, providing a clear and structured framework for addressing work-related grievances. This policy is designed to facilitate open and transparent discussions, ensuring that any concerns or issues raised by employees are handled fairly and justly, in strict compliance with the Company's policies and guidelines.

The procedure encourages employees to initially discuss their grievances with their immediate reporting authority. This initial step aims to seek an informal resolution, fostering direct communication and problem-solving at the supervisory level. If the issue remains unresolved or if the employee feels uncomfortable addressing it with their immediate supervisor, they can then initiate the formal grievance redressal mechanism.

The formal process involves submitting a detailed grievance report, which is reviewed by a dedicated grievance committee or designated HR personnel. This Committee is responsible for conducting a thorough investigation, ensuring all relevant facts and perspectives are considered. The committee works diligently to provide a fair and unbiased resolution, maintaining confidentiality and protecting the rights of all parties involved.


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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union. (B)	% (B / A)	Total employees/Workers in respective category (C)	No. of employees /Workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total	286	Nil	Nil	239	Nil	Nil
Permanent Employees						
Male	266	Nil	Nil	225	Nil	Nil
Female	20	Nil	Nil	14	Nil	Nil
Total Permanent Workers	712	Nil	Nil	592	Nil	Nil
Male	712	Nil	Nil	592	Nil	Nil
Female	0	Nil	Nil	0	Nil	Nil

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total (D)	On Health and Safety		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	266	136	51.12%	200	75%	225	32	14.22%	52	23.11%
Female	20	5	25%	5	25%	14	0	NA	0	NA
Total	286	141	49.30%	205	71.67%	239	32	13.38%	52	21.76%
Workers										
Male	712	373	52.38%	254	35.67%	592	91	15.37%	318	53.72%
Female	0	0	NA	0	NA	0	0	0	0	0
Total	712	373	52.38%	254	35.67%	592	91	15.37%	318	53.72%

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	266	266	100%	225	225	100%
Female	20	20	100%	14	14	100%
Total	286	286	100%	239	239	100%
Workers						
Male	712	712	100%	Have not undergone the PMSDP process.		
Female	0	0	0			
Total	712	712	100%			

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

Inox Wind Limited prioritizes the health and safety of its workforce through a comprehensive Health, Safety, and Environment (HSE) Policy. This policy underscores the Company's commitment to fostering a safe and healthy work environment, encompassing workplace safety, environmental protection, and employee well-being.

The Company's HSE Policy serves several essential purposes:

- **Risk Minimization and Accident Prevention:** The policy outlines protocols and procedures designed to minimize potential hazards and prevent workplace accidents.
- **Sustainable Practices:** It promotes practices that contribute to a sustainable future.
- **Compliance and Commitment:** The policy ensures adherence to legal and regulatory requirements while demonstrating Inox Wind's dedication to safety, environmental responsibility, and employee well-being.

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

The Company has conducted an in-depth evaluation and identification of potential risks associated with all its activities through a comprehensive Hazard Identification and Risk Assessment (HIRA). This detailed assessment process involves systematically identified specific hazards and evaluating the risks they pose to the workforce, operations, and the overall safety of the work environment.

The Company has developed and implemented robust processes and protocols aimed at mitigating these identified risks. These measures include implementing safety guidelines, standard operating procedures and emergency response plans tailored to address and manage the unique hazards identified in different operational areas. Regular training and awareness programs ensure that employees are well-informed about these safety measures and are equipped to handle potential risks effectively.

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

Yes. A Framework is in place across the Company for employees as well as workers to spot and report work-related hazards and offer suggestions for improvements. All employees and workers are encouraged and empowered to spot and report work related hazards. They are trained to recognize potential risks and are provided with clear channels for reporting. This encourages a culture of early hazard detection and allows for timely mitigation. Regular joint inspections are conducted by representatives from management and employees. These inspections involve collaborative efforts to identify potential hazards and evaluate existing safety measures. By implementing this framework, the Company demonstrates its commitment to maintaining a safe working environment. Encouraging employees and workers to actively participate in hazard identification, reporting, and safety discussions helps create a sense of ownership and shared responsibility. In order to create an open and transparent safety culture across the Company, employees are encouraged to participate in and discuss safety related issues in forums like periodic EHS Committee meetings and Departmental Open Forums.

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

Human resources being the most valuable assets, the Company ensures the protection of their interests and rights and is committed to providing the best working conditions to its employees and workers. In line with this, all employees and their family members have access to Company-supported medical benefits. Workers have access to medical benefits through Company-provided group insurance policies, Company-funded medical support, and where applicable, statutory benefits under ESIC.

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

Safety Incident / Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	34	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

IWL is dedicated to fostering a culture of safety and wellness in the workplace through various programs and practices implemented across all its locations. The primary goal of these safety and health initiatives is to reduce workplace injuries, illnesses, fatalities and alleviate associated suffering and financial burdens. The measures taken by the company to ensure a safe and healthy work environment include:



- Conducting risk assessments to mitigate potential hazards.
- Training all employees on health and safety protocols.
- Providing personal protective equipment (PPE) and safety gear to all employees.
- Displaying visual safety aids and messages throughout the shop floor.
- Establishing a safety committee to monitor conditions and respond promptly when necessary.
- Obtaining the Consent to Operate (CTO) certificate from the State Pollution Control Board. The EHS Manager oversees all environmental safety measures, including tree plantation, safe disposal and recycling to prevent hazardous emissions and promoting employee health.
- Ensuring annual certification of all lifting tools and tackles, maintaining building stability certification, deploying fire extinguishers, ensuring 24-hour ambulance availability, establishing partnerships with nearby hospitals, conducting annual employee health check-ups, conducting safety toolbox talks and testing drinking water as per IS standards.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	No Complaints	0	0	No Complaints
Health & Safety	0	0	No Complaints	0	0	No Complaints

14. Assessments for the year:

Safety Incident /Number	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Condition	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.

Safety training focused on identifying and rectifying unsafe actions is a corrective measure implemented or in progress to address safety-related incidents (if any). This training also addresses significant risks and concerns identified through assessments of health and safety practices and working conditions. The goal is to ensure that all employees are aware of potential hazards and understand how to avoid them, thereby improving overall workplace safety and preventing future incidents.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

The Company offers a Group Medical Insurance Policy that provides comprehensive assistance to all employees and their families in the unfortunate and unforeseen event of illness, disease or injury. This policy is designed to offer financial support and ensure access to quality healthcare services, allowing employees and their family members to receive necessary medical care without the burden of excessive out-of-pocket expenses.

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

Nil

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported)

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

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

No.

5. Details on assessment of value chain partners:

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

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

Nil

PRINCIPLE 4 Businesses should respect the interests of and be responsive to all their stakeholders.

Essential Indicators- Importance to Investors:



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

The Company recognizes the importance of effective stakeholder engagement in driving success and ensuring sustainable growth in its operations. It employs a rigorous process to identify and interact with key stakeholder groups who have a vested interest in its activities and are directly or indirectly affected by them.

Through systematic identification and engagement with these key stakeholders, the company ensures their voices are heard, their interests are taken into account, and their feedback is integrated into decision-making processes. This collaborative approach helps to build trust, enhance corporate reputation, and effectively meet the diverse needs and expectations of stakeholders.

We are dedicated to nurturing strong relationships with stakeholders as we strive towards a sustainable and responsible energy future. The Company views each group affected by its operations as vital stakeholders whose interests it is committed to safeguarding.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board website), Others	Frequency of engagement (Annually/Half Yearly/Quarterly/Others-Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Meetings, conferences and other correspondence	Annually	Company's ethical and governance practices, transparent and adequate disclosure, business and profitability performance and prospects and capital appreciation.
Employees	No	Personal/group interactions, mails and trainings.	Periodically/ throughout the year	Productivity, training, learning and development, career growth, work environment and culture
Suppliers/Partners	No	Meetings and annual report.	Annually	Discussion on business issues and requirements, quality improvements, business plans and information on applicable statutory requirements and safety standards
Customers /Dealers	No	Meeting, Survey and Web portal	Quarterly	Timely redressal of issues, understand aspirations and evolving trends, market knowledge and technology exchange, servicing solutions also include virtual meet with customers by senior manager.
Community	No	Web portal, interactions	Whenever Required	Affirmative Action (AA) initiatives addressing priority areas of improving lives and livelihood.
Government / Regulators	No	Industry representations, meetings and filings	Whenever Required	Compliance, Ethics, Corporate governance, corporate citizenship

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

The Company maintains regular interactions with its stakeholders through various channels such as meetings, surveys, and communication platforms. It ensures that any significant feedback received from stakeholders is promptly and effectively communicated to the Board of Directors.

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

As previously noted, the Company maintains continuous interaction with its stakeholders and remains receptive to implementing and integrating any suggestions received from them. During the reporting period, no significant suggestions were received from any stakeholders.

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

The Company has established a dedicated grievance cell to handle clients' inquiries, requests, and complaints effectively.

PRINCIPLE 5 Businesses should respect and promote human rights.

Essential Indicators- Importance to Investors:

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

Category	FY 2023-24			FY 2022-23		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	286	110	38.46%	239	198	82.84%
Other than permanent	181	146	80.66%	28	26	92.86%
Total Employees	467	256	54.81%	267	224	83.90%
Workers						
Permanent	712	600	84.26%	592	495	83.61%
Other than permanent	0	0	NA	0	0	0%
Total Workers	712	600	84.26%	592	495	83.61%

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

Category	FY 2023-24					FY 2022-23				
	Current Financial Year					Previous Financial Year				
	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	286	0	0	286	100%	239	0	0	239	100%
Male	266	0	0	266	100%	225	0	0	225	100%
Female	20	0	0	20	100%	14	0	0	14	100%
Other than permanent	181	0	0	181	100%	28	0	0	28	100%
Male	180	0	0	180	100%	28	0	0	28	100%
Female	1	0	0	1	100%	0	0	0	0	0%
Workers										
Permanent	712	0	0	712	100%	592	0	0	592	100%
Male	712	0	0	712	100%	592	0	0	592	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration / Salary/Wages of respective category	Number	Median remuneration / Salary/Wages of respective category
Board of Directors (BoD)	1*	₹ 1,59,84,000	-	-
Key Managerial Personnel	4	₹ 44,90,306	-	-
Employees other than BOD and KMP	266	₹ 7,83,250	20	₹ 7,43,000
Workers	712	₹ 2,73,372	0	0

Details of Median remuneration/Salary/Wages of the respective category shown above are annual.

*The other members of the Board of Directors are not included in the payroll.

**(B) Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	1.46%	1.48%

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

Yes, the Head of HR. Each unit and office of the company has a dedicated Human Resource Department, with the Head of the Department responsible for addressing any human rights-related issues identified at their respective locations. The Head of HR regularly engages with employees and workers, encouraging them to report any such issues. Additionally, the Head of HR conducts various informal training sessions on human rights.

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

The Company has implemented strong mechanisms to handle grievances concerning human rights issues. These mechanisms are structured to provide all employees and stakeholders with a fair and organized process to report and resolve concerns related to human rights violations. Additionally, the Company conducts regular training and awareness programs on human rights topics. These initiatives educate employees and stakeholders about their rights, responsibilities, and the Company's steadfast commitment to upholding high standards of human rights throughout its operations.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at Workplaces	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

IWL is committed to maintaining a workplace free from harassment, including sexual harassment, with a zero-tolerance policy toward such behavior. The Company encourages the reporting of any harassment concerns and promptly addresses complaints of harassment or other unwelcome conduct. Under this policy, complainants are protected against retaliation or adverse employment conditions for reporting incidents. All employees receive regular training and awareness on this policy, which includes clear confidentiality clauses.

To safeguard complainants in cases of discrimination and harassment, robust mechanisms ensure their protection and support. These include stringent confidentiality measures to preserve complainants' identities throughout investigations. Procedures are in place to handle complaints impartially and swiftly, overseen by trained personnel to ensure fairness and sensitivity.

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

Yes.

10. Assessments for the year:

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

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

Not applicable, as no such incidents has been identified during the financial year.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

Nil

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

The scope and coverage of human rights due diligence extends to our own operations including all Plants and Offices.

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

Yes, the company's office premises are equipped with the necessary infrastructure to facilitate easy access for individuals with disabilities.

4. Details on assessment of value chain partners:

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

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

Not Applicable


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

Essential Indicators- Importance to Investors:
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy Consumption through other sources (C)	-	-
Total Energy Consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	17686 in Giga Joules	15465.9 in Giga Joules
Total fuel consumption (E)	2030.8 in Giga Joules	447.5 in Giga Joules
Energy Consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	19716.8 in Giga Joules	15913.4 in Giga Joules
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000001245	0.000002728
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000005441	0.0000001192
Energy intensity in terms of physical output	0.51952	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: The PPP conversion factor: 22.88 is based on data published by World Bank for India for the year 2022, we have applied this exchange rate to compute the adjusted turnover.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency; The Company is involved in regular evaluation exercises performed through its internal technical team to ensure efficient consumption of energy.

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.

IWL is committed to conducting its operations in a sustainable and environment friendly manner. We ensure safe disposal of all types of waste that we generate and also contribute towards betterment of environment through recycling the waste of others. However, PAT scheme of Government of India is not applicable to the Company.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
Surface Water	0	0
Ground Water	21948 KL	23789 KL
Third Party water	4773 KL	0
Seawater/ desalinated water	0	0
Others (Condensate Water)	0	0
Total Volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	26721 KL	23789 KL
Total Volume of water Consumption (in kiloliters)	26721 KL	23789 KL

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity per rupee of turnover (Water consumed/ Turnover)	0.000001687	0.000004078
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00000007374	0.0000001782
Water intensity in terms of physical output	0.70407	-
Water Intensity (Optional) - the relevant metric may be selected by the entity	-	-

Note: The PPP conversion factor: 22.88 is based on data published by World Bank for India for the year 2022, we have applied this exchange rate to compute the adjusted turnover.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency. However, the Company is committed to conducting its operations as per government prescribed norms and standards.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(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
(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 kiloliters)	0	0

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

The facility does not require the use of process water for its operations. Instead, all waste water generated within the plant is collected and directed to an on-site treatment facility. After undergoing thorough treatment, the recycled water is repurposed for irrigation and used to water within the company premises. This sustainable practice ensures efficient water management and environmental responsibility.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	PPM	0	12
Sox	PPM	0	9
Particulate Matter (PM)	mg/Nm3	0	60
Persistent organic pollutants (POP)	Microgram/m3	0	0
Non-Methane Hydrocarbon	mg/Nm3	0	0
Oxides of Nitrogen	Ppmv	0	0
Carbon Monoxide	mg/Nm3	0	0
Suspended Particulate Matters (SPM)	µg/m2	0	0
Sulphur Dioxide	Mg/Nm3	0	0
Other	Mg/Nm3	0	4

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



No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Greenhouse Gases (GHGs) encompass carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Scope 1 emissions are direct GHG emissions from sources that are owned or controlled by the entity. Source refers to any physical unit or process that releases GHG into the atmosphere.

Scope 2 emissions are energy indirect emissions that result from the generation of purchased or acquired electricity, heating, cooling, & steam consumed by the entity.

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs,PFCs,SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs,PFCs,SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of Turnover	-	-	-
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)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Not Applicable, as the Company is not involved in greenhouse gas emissions.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in Metric Tonnes)		
Plastic Waste (A)	20.1	13.32
E-Waste (B)	0	0
Bio-Medical Waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery Waste (E)	0.8	0
Radioactive Waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	498.7	407.23 Paint tin- 2803 nos
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	504.8	358.43 Resin Container-316 nos.
Total (A+B + C + D + E + F + G+ H)	1024.4	778.98
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000006468	0.0000001335
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.00000002827	0.00000005837
Waste intensity in terms of physical output	0.02699	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	100	75
(ii) Landfilling	-	-
(iii) Other disposal operations (Sales of waste generated)	924.4	703.98
Total	1024.4	778.98

Note: The PPP conversion factor: 22.88 is based on data published by World Bank for India for the year 2022, we have applied this exchange rate to compute the adjusted turnover.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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.

The company has implemented an optimized process designed to minimize waste generation, ensuring a more efficient and environmentally friendly operation. To further enhance waste management efforts, the company established collaborations with certified recycling facilities and reputable hazardous waste disposal companies. These partnerships allow us to responsibly recycle materials and safely dispose of hazardous waste. Additionally, the company strictly adheres to best practices by storing hazardous waste exclusively in a designated storage yard, ensuring it is managed in a controlled and secure manner.

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

Sr. No.	Location of operations/offices	Type of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Inox Wind Ltd., Barwanidist, MP	Rotor blades production	Consent to Air & Water approval received (CTO Certificate) which is valid till 31-Dec-2024 and renewed annually
2	Inox Wind Ltd., Bavala Gujarat	Rotor blades production	Consent to Air & Water approval received (CTO Certificate) which is valid till January-2026.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Nil					



- 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 there under (Y/N). If not, provide details of all such non-compliances, in the following format:

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

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

1. **Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):** For each facility / plant located in areas of water stress, provide the following information:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface Water		
(ii) Ground Water		
(iii) Third Party water		
(iv) Seawater/ desalinated water		
(v) Others		NA
Total Volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)		
Total Volume of water Consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed/ Turnover)		
Water Intensity (Optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface Water		
No Treatment		
With Treatment-please specify level of treatment		
(ii) To Groundwater		
No Treatment		
With Treatment-please specify level of treatment		
(iii) To Seawater		NA
No Treatment		
With Treatment-please specify level of treatment		
(iv) Sent to third-Parties		
No Treatment		
With Treatment-please specify level of treatment		
(v) Others		
No Treatments		
With Treatment-please specify level of treatment		
Total Water discharged (in Kiloliters)		NA

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

Downstream categories can include downstream transportation & distribution, processing of sold products, end-of-life treatment of sold products etc.

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of Turnover	-	-	-
Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Not Applicable.

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, provided with summary)	Outcome of the initiative
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Nil

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

Company has it health safety & environment manual in place.

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 impact envisaged.

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

Nil

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



Essential Indicators- Importance to Investors:

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

Nil

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations(State/ National)
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Nil

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

Name of authority	Brief of the case	Corrective action taken
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NA



LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others –please specify)	Web Link, if available
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Nil

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.



Essential Indicators- Importance to Investors:

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 projects	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web link
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Nil

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
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Nil

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

Members of the public are encouraged to communicate any grievances they may have to us. Upon receipt of grievances, we follow a structured procedure for redressal. This includes convening a meeting with the complainant and relevant stakeholders to discuss and address the concerns raised. This process ensures that grievances are handled in a fair and transparent manner.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producer	0.53%	0.28%
Sourced directly from within the district and neighboring districts	99.47%	99.72%

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:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	50.10%	50.98%
Semi-urban	32.14%	32.35%
Urban	13.47%	13.24%
Metropolitan	3.29%	3.43%

*Place to be categorized based on with RBI classification system on rural/ semi-urban / urban / metropolitan)

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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
Nil	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Nil			

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

No.

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

Nil

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

Nil

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:

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

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

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
Nil			

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Nil			

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



Essential Indicators- Importance to Investors:

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

We maintain regular communication with customers to gather feedback, ensuring that any complaints are promptly documented. Upon receipt, each complaint undergoes a thorough analysis to pinpoint its root cause. Based on this analysis, we implement both corrective measures to address immediate concerns and preventive actions to mitigate future occurrences.



Following the implementation of these actions, we communicate the outcomes and steps taken to the customer. We encourage their feedback on the resolution process, aiming to ensure transparency and customer satisfaction throughout the entire complaint handling procedure.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

	FY2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of es-sential ser-vices	Nil	Nil	NA	Nil	Nil	NA
Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other (Quality Complaints)	Nil	Nil	NA	Nil	Nil	NA

4. Details of instances of product recalls on account 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's IT policy includes instructions on cyber security and risks related to data privacy. The IT policy ensures the protection of our organization from data breaches. The Company maintains a safe and encrypted database for its value chain partners; it regularly updates security software; and it also provides various training to its staff members related to data security and privacy. There is a robust IT system in the Company, which has not faced any data breaches to date.

Web link of the policy- https://inoxwind.com/uploads/IWL%20Information%20Security%20Policy_V5.1.pdf

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

Nil

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

Nil

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).** The Company website provides detailed information about its wide range of products.

Link: <https://inoxwind.com/products>

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

The Company actively interacts with customers through various forums to promote responsible product usage.

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

No

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

Yes information is provided as per the law. The details include Batch no., Machine no. etc.