



The Indian Hume Pipe Co. Ltd.

Registered Office : Construction House, 5, Walchand Hirachand Road, Ballard Estate, Mumbai - 400 001. INDIA
Tel. : +91-22-22618091, +91-22-40748181 • Fax : +91-22-22656863 • E-mail : info@indianhumpipe.com • Visit us at : www.indianhumpipe.com
CIN : L51500MH1926PLC001255

HP/SEC/2024/

9th July, 2024

1. BSE Ltd.
Corporate Relationship Department,
1st Floor, New Trading Ring,
Rotunda Building, P. J. Towers,
Dalal Street, Fort,
Mumbai - 400 001
BSE Scrip Code: 504741
2. National Stock Exchange of India Ltd.
Exchange Plaza, 5th floor,
Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East),
Mumbai - 400 051
Symbol – INDIANHUME; Series EQ

Dear Sirs,

Sub.: Business Responsibility and Sustainability Report for the financial year 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Annual Report of The Indian Hume Pipe Company Limited for the financial year 2023-24.

Please take the above on record.

Thanking you,



Yours faithfully,
For The Indian Hume Pipe Company Limited,

S. M. Mandke
Vice President - Company Secretary
FCS 2723

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L51500MH1926PLC001255
2.	Name of the Listed Entity	THE INDIAN HUME PIPE COMPANY LIMITED
3.	Year of incorporation	1926
4.	Registered office address	Construction House, 2 nd Floor, 5, Walchand Hirachand Road, Ballard Estate, Mumbai – 400001
5.	Corporate address	N.A.
6.	E-mail	info@indianhumepipe.com
7.	Telephone	022- 22618091/ 92 022- 40748181
8.	Website	www.indianhumepipe.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1053.64 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. S. M. Mandke, Vice President-Company Secretary Tel. : 022- 22618091/92 Email : investors@indianhumepipe.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).	Standalone
14.	Name of assurance provider	-
15.	Type of assurance obtained	-

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Construction of utility projects	Construction and maintenance of projects relating to water supply, irrigation, sanitation and sewerage systems and pipe manufacturing.	96.69
2.	Development of the Company's lands	Real estate project on the Company's land	3.31

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.	Construction and maintenance of projects relating to water supply, irrigation, sanitation and sewerage systems and pipe manufacturing.	42204, 42205, 23955, 24311	96.69
2.	Development of the Company's lands	68100	3.31

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	19	19	38
International	-	-	-



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	0

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

c. A brief on types of customers

The Indian Hume Pipe Company Limited ("Company") is in business of manufacturing, laying and jointing pipelines. The Company has also been undertaking infrastructure development programmes by way of execution on turnkey basis i.e. construction and maintenance of projects relating to water supply, irrigation, sanitation and sewerage systems. The Company also manufactures and supplies concrete Railway Sleepers to Indian Railways. The Company's customers are Central Government, State Governments and Local bodies.

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						
	Permanent (D)	944	911	96.50	33	3.50
	Other than Permanent (E)	121	118	97.52	3	2.48
	Total employees (D + E)	1065	1029	96.62	36	3.38
WORKERS						
	Permanent (F)	144	144	100	-	-
	Other than Permanent (G)	261	261	100	-	-
	Total workers (F + G)	405	405	100	-	-

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
	Permanent (D)	-	-	-	-	-
	Other than Permanent (E)	-	-	-	-	-
	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
	Permanent (F)	2	2	100	-	-
	Other than permanent (G)	-	-	-	-	-
	Total differently abled workers (F + G)	2	2	100	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	8	3	37.50
Key Management Personnel**	4	-	-

* Includes Chairman & Managing Director and Executive Director

**Includes the Chairman & Managing Director, Executive Director, Vice President-CFO and Vice President-Company Secretary

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (%)	13.28	2.30	15.58	15.87	4.65	20.52	16.45	4.8	16.45
Permanent Workers (%)	3.25	-*	3.25	2.83	-*	2.83	3.87	-*	3.87

*There were no female workers in the employment of the Company during financial year 2023-24, 2022-23 and 2021- 22.

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	IHP Finvest Limited	Holding	67.58	No
2.	Ratanchand Investment Private Limited	Ultimate Holding	1.66	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in ₹): 1,38,863.19 Lakh as on 31.03.2024
(iii) Net worth (in ₹): 82,925.80 Lakh as on 31.03.2024

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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	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 has an internal mechanism in place to monitor the implementation of the CSR projects and the concerns of the beneficiary community.	-	-	-	-	-	-
Investors (other than shareholders)	Not applicable	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	The Company has various policies in place which enables the employees to express their views and grievances inter-alia including for POSH and Whistle blower mechanism. As and when required meetings will be held between the HR Team and the employees for soliciting their feedback.	-	-	-	-	-	-
Customers	The Company has held meetings whenever required with the customers for understanding their requirement, feedback and suggestions.	-	-	-	-	-	-
Value Chain Partners	Not applicable	-	-	-	-	-	-



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Please indicate 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, as per the following format.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Health & Safety	Risk	Non-compliance of the safety practice.	Strict adherence to safety rules.	Negative
2.	Market	Risk	Specific Tender related Projects by various State Departments	Beyond our control.	Negative
3.	Financial	Risk	Initial project Implementation & Borrowing cost.	Depends on time to time policies of the State Departments.	Negative
4.	Human Resources	Risk / Opportunity	Attract and retain Key talents / Well-being of the Human resources.	By adhering to fair pay norms and equal opportunity for all.	Positive / Negative.
5.	Training & Education	Opportunity	Imparts knowledge.	Providing proper training courses.	Positive.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

P1	Business should conduct and govern themselves with Ethics, Transparency and Accountability
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
P3	Businesses should promote the wellbeing of all employees
P4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
P5	Businesses should respect and promote human rights
P6	Business should respect, protect, and make efforts to restore the environment
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
P8	Businesses should support inclusive growth and equitable development
P9	Businesses should engage with and provide value to their customers and consumers in a responsible manner

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9										
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. The company has various policies in place which have been approved either by the Board or by other appropriate authority in the Management. These policies capture the essence of the principles of the NGRBCs. These policies have also been devised to ensure adherence to all applicable laws and regulations while considering best practices in the industry.																
	b.	Has the policy been approved by the Board? (Yes/No)		Yes. The policies wherever mandated by applicable laws/regulations are duly approved by the Board. While other policies for internal use are approved by the appropriate authorities.																
	c.	Web Link of the Policies, if available		http://www.indianhumepipe.com/AboutUs/Investors/Policies.aspx																
2.	Whether the entity has translated the policy into procedures. (Yes / No)		Yes. The policies and the corresponding initiatives for translating the policies are reviewed at specified intervals by the senior Management or the approving authority.																	
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)		No																	
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		The products manufactured are as per: IS 784, IS 15155, IS 3589, IS 1916, IS 458, IRST 39. All the factories of the Company are having ISO 9001: 2015 certification and BIS License. The policies conform to the regulatory requirements where such regulations exist. No specific national or international standards are applicable for the policies framed.																	
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.		The company has been constantly taking steps for replacing of the existing lighting, Air conditioners and other electronic appliances with energy efficient and highly rated equipment.																	
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		Nil																	
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) The Company is committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves.																			
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).		Mr. Rajas R. Doshi, Chairman and Managing Director (DIN : 0050594) and Mr. Mayur R. Doshi, Executive Director (DIN : 00250358) under the guidance and supervision of the Board of Directors.																	
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 Board of Directors of the Company is responsible for decision making on sustainability related issues.																	
10.	Details of Review of NGRBCs by the Company:																			
	Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee					Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)												
			P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action		Annual evaluation of the performance of the Company on various aspects including NGRBC Principles to the extent applicable.					Annually												
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the respective HOD's, CFO and CS to the Board of Directors.																	
11.	Has the entity carried out independent Assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		P1	P2	P3	P4	P5	P6	P7	P8	P9	No.								

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	5 (as part of Board Meetings)	Updates and awareness related to regulatory changes given to the Board of Directors and Key Managerial Personnel from time to time. Topics covered includes:- 1) Corporate Governance 2) Companies Act, 2013 3) SEBI Listing Regulations	100%
Employees other than BoD and KMPs	163	Various training and awareness session are being conducted and provided to the Employees at regular intervals on skill upgradation and health & safety.	69%
Workers	-	On skill upgradation and Health & Safety related training and awareness session are being conducted and provided to the workers at regular intervals.	-

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed. Not Applicable

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

Yes. The Anti-corruption or Anti-bribery Policy is available at website of the Company and the web-link to the policy is http://www.indianhumepipe.com/Portals/0/images/pdf/Corporate_Governance/Anti_corruption_Anti_bribery_Policy.pdf

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

	FY 2023-24	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

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

	FY 2023-24	FY 2022-23
Number of days of account payables	165	164

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	FY 2023-24	FY 2022-23
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	NA	NA
	b) Number of trading houses where purchases are made from	NA	NA
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	NA	NA
	b) Number of dealers / distributors to whom sales are made	NA	NA
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b) Sales (Sales to related parties / Total Sales)	NA	NA
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d) Investments (Investments in related parties / Total Investments made)	NA	NA

Leadership Indicators:

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

Not Applicable

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, the Company has adopted the Code of Conduct, which is applicable to the Board Members and Senior Management.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators:

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

	FY 2023-24 (₹)	FY 2022-23 (₹)	Details of improvements in environmental an social impacts
R&D	516.17 Lakhs	478.58 Lakhs	Expenditure in new product formulation for improving the products.
Capex	324.72 Lakhs	181.69 Lakhs	Expenditure incurred for improving in quality.

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

Yes.

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

The Company undertakes Vendor selection through assessing their past performances and capabilities. The general condition of the contract covering like; abolition of Child labour, welfare of the labours engaged by the contractor and Environment related screening parameters by various standard guidelines.

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

- Plastics (including packaging):** There are no plastic wastages, Only HDPE Worn gaps are disposed by following the local authority's guidelines.
- E-waste:** Not Applicable
- Hazardous waste:** Not Applicable
- Other waste (Concrete Waste):** Making Cube Bricks and using for own consumption.

- 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.

No. The Empty Cement Plastic Bags are sold to the scrap dealers and some quantities are used for providing packing / bedding in the transportation of pipes (filled with Rebound Waste/ Gravels).

Leadership Indicators:

- 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? No
- 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. Not Applicable
- 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 2023-24	FY 2022-23
Sprinkler water	80%	80%
Water used of Hydrostatic testing of pipes	90%	90%

- 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 (in metric tonnes)			FY 2022-23 (in metric tonnes)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	86.20	NA	NA	83.31
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste (Concrete waste)	924.79	NA	NA	504.19	NA	NA

- Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Not Applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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	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	911	848	93.08	911	100	-	-	-	-	-	-
Female	33	33	100	33	100	-	-	-	-	-	-
Total	944	881	93.32	944	100	-	-	-	-	-	-
Other than Permanent employees											
Male	118	-	-	118	100	-	-	-	-	-	-
Female	3	-	-	3	100	-	-	-	-	-	-
Total	121	-	-	121	100	-	-	-	-	-	-

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	144	-	-	144	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	144	-	-	144	100	-	-	-	-	-	-
Other than Permanent workers											
Male	261	-	-	261	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	261	-	-	261	100	-	-	-	-	-	-

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.09%	0.08%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & 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 & deposited with the authority (Y/N/N.A.)
PF	99.44	100	Y	99.33	100.00	Y
Gratuity	100.00	100	Y	99.33	100.00	Y
ESI	11.42	100	Y	13.97	100.00	Y
Others- please specify	-	-	-	-	-	-

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.

We recognise the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016 and are taking proactive steps to support the needs of individuals with disabilities. Our Company has implemented various measures to provide accessible infrastructure, lifts, accessible parking, fire alarm flasher. When it comes to our plants, we maintain a commitment to accessibility by ensuring that the floors are predominantly situated at ground level, allowing for easy access for everyone. Additionally, we are preparing the remaining factories and offices for accessibility infrastructure and aim to achieve the minimum mandatory standards required under the Rights of Persons with Disabilities Act, 2016.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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. The equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 is available at website of the Company and the web-link to the policy is http://www.indianhumepipe.com/Portals/0/images/pdf/Corporate_Governance/Equal_Opportunity_Policy.pdf

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

Yes, The Company has formulated a policy on prevention of sexual harassment at workplace for prevention, prohibition and redressal. The ICC (Internal Complaints Committee) has been set up to redress any such complaints received. The safety committee has also set up at plants to handle grievances related to safety.

	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

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

Category	FY 2023-24			FY 2022-23		
	Total Employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
Total Permanent Workers	405	32	7.90	367	367	100.00
- Male	405	32	7.90	367	367	100.00
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (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	300	39	13.00	261	87.00	118	40	33.89	78	83.06
Female	14	-	-	14	100.00	6	2	33.33	4	66.67
Total	314	39	12.42	275	87.58	124	42	33.87	82	66.12
Workers										
Male	-	-	-	-	-	86	66	76.74	20	23.25
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	86	66	76.74	20	23.25

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Eligible employees and workers have received performance and career development review. Promotion parameter based on performance appraisal.

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? No**

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? Not applicable**

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

Yes, the workers through internal platform can report work related hazards. All the work monitored and actioned upon through internal safety committee.

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

Yes, eligible employees are covered under company's group health insurance policy, group personal accident policy, ESIC covered employees and employee's compensation covered employees.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	4	-
	Workers	-	-
No. of fatalities	Employees	-	1
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company's manufacturing plants equipment's are designed on consideration of statutory requirements for health and safety workplace, applicable Indian standard. Keys focus areas remain safety of employees to avoid manual interfaces with machines. On regular basis the company provide training on health and safety to concern employees.

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

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

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%



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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.

The safety related incidents are monitored and review by internal safety committee.

Leadership Indicators:

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N). No
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. Yes. Obligations of ensuring payment of statutory dues have been documented in the contracts with value chain partners.
3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	-	-	-	-
Workers	-	-	-	-

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: Not applicable
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. Not applicable

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators:

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

The Company is committed to be responsible business player by adhering to high standards of corporate governance and continues to be a good corporate citizen. We follow a structured processes for identification and prioritization of stakeholder groups. The Company ensures to balance the interests of diverse stakeholder groups in all strategic decision making process and timely respond to their concerns on Environmental, Social, Economic and Governance issues.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder	No	Email, Newspaper Advertisement, Website	Quarterly/ Annually	Quarterly/ Annually Financial Results
Employees	No	Emails, Internal communications, Notice Board	Regular	Performance appraisal, Career growth, Skill development trainings, Fair remuneration, safe workplace, employee satisfaction.
Communities	No	Other	Need based	Implementation of CSR activities across the key scope areas like Health, Education and Medical/ equipments/ aid.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Leadership Indicators:

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

The Company conducts consultations with the internal and external stakeholders on need basis.

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

Yes. The Company has identified the focus areas for CSR programme.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. Not Applicable

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

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

The Company places a strong emphasis on upholding and protecting human rights in all aspects of its operations. It promote diversity, inclusivity, and equality within our workforce, fostering a culture that values and respects the rights of every individual. It engages in fair and ethical labour practices, providing the employees with safe working conditions, fair wages, and opportunities for professional growth.

Through ongoing stakeholder engagement, continuously strive to identify and address any potential human rights risks, aiming to create a positive and responsible impact on the communities it operate in.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	944	-	-	944	100	1010	-	-	1010	100
Male	911	-	-	911	100	975	-	-	975	100
Female	33	-	-	33	100	35	-	-	35	100
Other than Permanent	121	-	-	121	100	35	-	-	35	100
Male	118	-	-	118	100	35	-	-	35	100
Female	3	-	-	3	100	-	-	-	-	-
Workers										
Permanent	144	-	-	144	100	146	-	-	146	100
Male	144	-	-	144	100	146	-	-	146	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	261	-	-	261	100	216	216	100	-	-
Male	261	-	-	261	100	216	216	100	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration / salary / wages

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)	6*	9,42,04,309	3	45,69,999
Key Managerial Personnel	4	9,95,69,756	-	-
Employees other than BoD and KMP	1025	45,13,33,867	36	1,14,36,618
Workers	405	3,25,53,215	-	-

*Mr. Rameshwar D. Sarda, Independent Director ceased w.e.f. 03-08-2023 and Mr. Nandan S.Damani, Independent Director appointed w.e.f. 04-08-2023

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	47.01	36.62



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 Human Resource Policies and initiatives of the Company, directly or indirectly promote and protect of Human Rights.

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

The Company's Vigil Mechanism/ Whistle Blower Policy provide a mechanism for employees and directors to report their genuine concerns or grievances enabling stakeholders, including individual employees and their representative bodies, to freely communicate their concerns about illegal or unethical practices.

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

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

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/ workers	-	-
Complaints on POSH upheld	-	-

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

The Company has formulated a policy on prevention of sexual harassment at workplace for prevention, prohibition and Redressal. The ICC (Internal Complaints Committee) has been set up to redress any such complaints received.

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

Yes. All our business agreements specifically provide for labour law compliances to be adhered to by all our sub-contractors and timely payment of statutory dues.

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 10 above. Not Applicable

Leadership Indicators:

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

We have not encountered any concern requiring a change in the business processes as a result of addressing human rights grievances/complaints.

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

The Company places a strong emphasis on upholding and protecting human rights in all aspects of its operations. It actively promote diversity, inclusivity, and equality within our workforce, fostering a culture that values and respects the rights of every individual. It engages in fair and ethical labour practices, providing the employees with safe working conditions, fair wages, and opportunities for professional growth.

Through ongoing stakeholder engagement, continuously strive to identify and address any potential human rights risks, aiming to create a positive and responsible impact on the communities it operate in.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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?

We recognise the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016 and are taking proactive steps to support the needs of individuals with disabilities. Our Company has implemented various measures to provide accessible infrastructure, lifts, accessible parking, fire alarm flasher. When it comes to our plants, we maintain a commitment to accessibility by ensuring that the floors are predominantly situated at ground level, allowing for easy access for everyone. Additionally, we are preparing the remaining factories and offices for accessibility infrastructure and aim to achieve the minimum mandatory standards required under the Rights of Persons with Disabilities Act, 2016.

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	-

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:

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)***	-	-
Total energy consumption from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	6846.47 Giga Joules	4902.57 Giga Joules
Total fuel consumption (E)	1714.59 Giga Joules	1782.61 Giga Joules
Energy consumption through other sources (F)	0.00	0.00
Total energy consumption from non-renewable sources (D+E+F)	8561.06 Giga Joules	6685.18 Giga Joules
Total energy consumed (A+B+C+D+E+F)	8561.06 Giga Joules	6685.18 Giga Joules
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.53 Giga joules / Lakh	1.24 Giga joules / Lakh
Energy intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. No



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	1,33,328.50	1,22,238.50
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,33,328.50	1,22,238.50
Total volume of water consumption (in kilolitres)	1,33,328.50	1,22,238.50
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations)	8.19 K. ltrs. / Lakh	22.78 K. ltrs. / Lakh
Water intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Water consumed / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
To Surface water		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
To Groundwater	53,331.60	48,896.40
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
To Seawater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Sent to third-parties		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Others		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	53,331.60	48,896.40

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. No

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	FY 2022-23
NOx	NA	NA	NA
SOx	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	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. No.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	11.13	8.67
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	444.90	317.98
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonnes per Lakh	456.03	326.65
Total Scope 1 and Scope 2 emission 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. No.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. No

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	86.20	83.31
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)- (Rebound and Slurry)	924.78	504.19
Total (A+B + C + D + E + F + G + H)	1010.98	587.50
Waste intensity per rupee of turnover (Total Waste generated / Revenue from operations)	0.06 MT/Lakh	0.11 MT/Lakh
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
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	NA	NA
(ii) Re-used	924.78	504.19
(iii) Other recovery operations	NA	NA
Total	924.78	504.19
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	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. No

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. No hazardous and toxic chemical wastage as part of our production process.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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: Not applicable.
12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable
13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes

Leadership Indicators:

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not applicable as we do not have any factories in such areas.
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission 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. No.

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. Not Applicable
5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. The Company has Risk Management Policy covering business continuity plan.
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. Not Applicable
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Not Applicable

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. 9
 - b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Maharashtra Economic Development Council	State
3	Engineering Export Promotion Council (EEPC)	National
4	Maharashtra Chamber of Commerce, Industry & Agriculture	State
5	Employer's Federation of India	National
6	Builders Association of India	National
7	IMC Chamber of Commerce and Industry (Formerly Indian Merchants' Chambers)	National
8	National Safety Council	National
9	MCHI-CREDAI	State

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

- 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.

No adverse order was received by the Company from regulatory authorities during the financial year 2023-24. Hence, no corrective action was required to be taken.

Leadership Indicators:

- Details of public policy positions advocated by the entity: Not Applicable

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators:

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. Not Applicable
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Not Applicable
- Describe the mechanisms to receive and redress grievances of the community.

The Company has a mechanism in place to monitor the implementation of the CSR projects and the concerns of the beneficiary community.

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

	F.Y. 2023-24 (%)	F.Y. 2022-23 (%)
Directly sourced from MSMEs/ small producers	20.00	20.73
Sourced directly from within the district and neighbouring districts – (MSME SUPPLIER)	31.00	0.00

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

Location	FY 2023-24 (%)	FY 2022-23 (%)
Rural	-	-
Semi - Urban	100.00	99.00
Urban	28.89	25.61
Metropolitan	6.24	7.46

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

Leadership Indicators:

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not applicable
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Not Applicable
- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
 - From which marginalized /vulnerable groups do you procure? Not Applicable
 - What percentage of total procurement (by value) does it constitute? Not Applicable
- 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: Not Applicable
- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Not Applicable
- Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
For details of CSR project & beneficiary kindly refer Corporate Social Responsibility section of the Annual Report.			



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 treats customer complaints with utmost importance and believe that it needs to be agile, transparent and solution-oriented to resolve them efficiently and satisfactorily.

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	100

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-

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

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

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

Yes. The Cyber Security policy is available at website of the Company and the web-link of the policy is http://www.indianhumepipe.com/Portals/0/images/pdf/Corporate_Governance/Cyber_Security_Policy.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. Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact – Nil
- Percentage of data breaches involving personally identifiable information of customers – Nil
- Impact, if any, of the data breaches- Nil

Leadership Indicators:

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

The platforms used for the information are Website and Annual Report of the Company. Information relating to all the products and services provided by the Company are available on the Company's website at <http://www.indianhumepipe.com/Products.aspx>

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

On-site training have been provided to the client to safe and responsible usage of product and services provided by Company.

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

During execution stage with proper planning and co-ordination with client, the disruption of essential services are avoided.

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)

Not Applicable