

2nd September, 2024

BSE Limited
Dept. of Corporate Services,
P. J. Towers, Dalal Street,
Mumbai 400 001

National Stock Exchange of India Limited
Listing Department,
Exchange Plaza, Bandra Kurla Complex,
Bandra (E), Mumbai 400 051

Scrip Code: 524667

Symbol: SOTL

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report of the Company
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, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2023-24.

We request you to take the same on your record.

Thanking you,

Yours faithfully,
For **Savita Oil Technologies Limited**

Uday C. Rege
Company Secretary & Chief Legal Officer
(Compliance Officer)

Encl.: A/a.

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

| | |
|---|---|
| 1. Corporate Identity Number (CIN) of the Company | L24100MH1961PLC012066 |
| 2. Name of the Company | Savita Oil Technologies Limited |
| 3. Year of incorporation | 1961 |
| 4. Registered office address | 66/67, Nariman Bhavan, Nariman Point, Mumbai 400021 |
| 5. Corporate address | 66/67, Nariman Bhavan, Nariman Point, Mumbai 400021 |
| 6. E-mail | legal@savita.com |
| 7. Telephone | 022-6624 6200 |
| 8. Website | www.savita.com |
| 9. Financial year for which reporting is being done | 1 st April, 2023 to 31 st March, 2024 |
| 10. Name of the Stock Exchange(s) where shares are listed | BSE Limited National Stock Exchange of India Limited |
| 11. Paid-up Capital | ₹ 1,382.00 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 | Uday C. Rege 022-6624 6200 ucrege@savita.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-Basis Reporting |
| 14. Name of assurance provider | Not applicable |
| 15. Type of assurance provider | Not applicable |

II. Products/Services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------|-------------------------------------|-----------------------------|
| 1. | Manufacturing | Coke and refined petroleum products | 99.19 |

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

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|--------|--------------------|----------|---------------------------------|
| 1. | Petroleum Products | 19201 | 99.19 |

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 | 5 | 9 |
| International | - | - | - |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|---|
| National (No. of States) | 20* |
| International (No. of Countries) | Your Company's products are exported to over 75 countries worldwide |

*Includes 18 States and 2 Union Territories

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

20%

c. A brief on types of customers

Our customers include Industries/Corporates, Original Equipment Manufacturers, Export Customers, Distributors/ Channel Partners, Transmission and Distribution Companies, Renewables, etc.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|------------|------------|--------------|-----------|-------------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 557 | 509 | 91.38 | 48 | 8.62 |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total employees (D + E) | 557 | 509 | 91.38 | 48 | 8.62 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 27 | 27 | 100 | 0 | 0.00 |
| 5. | Other than Permanent (G) | 397 | 396 | 99.75 | 1 | 0.25 |
| 6. | Total workers (F + G) | 424 | 423 | 99.76 | 1 | 0.24 |

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|---------|
| | | No. (B) | % (B/A) |
| Board of Directors | 6 | 1 | 16.67 |
| Key Management Personnel | 5 | 0 | 0 |

22. Turnover rate for permanent employees and workers:

| | FY 2023-24 | | | FY 2022-23 | | | FY 2021-22 | | |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 12.39 | 1.44 | 13.83 | 13.43 | 6.66 | 12.82 | 11.62 | 2.22 | 10.73 |
| Permanent Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

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

| S. 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 | Savita GreenTec Limited | Subsidiary | 100% | No |

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 (ii) Turnover : ₹ 3,70,814.04 Lakhs
 (iii) Net worth : ₹ 1,62,523.88 Lakhs

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 | Yes | Nil | Nil | None | Nil | Nil | None |
| Investors (other than shareholders) | Yes | Nil | Nil | None | Nil | Nil | None |
| Shareholders | Yes | Nil | Nil | None | Nil | Nil | None |
| Employees and workers | Yes | Nil | Nil | None | Nil | Nil | None |
| Customers | Yes | Nil | Nil | None | Nil | Nil | None |
| Value Chain Partners | Yes | Nil | Nil | None | Nil | Nil | None |
| Others | None | Nil | Nil | None | Nil | Nil | None |

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:

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--------------------------------------|--|---|--|--|
| 1 | Climate Resilience and GHG Emissions | Risk | With rapid global warming and increasing carbon emissions, it is essential for Companies to be prepared to tackle climate change. Various stakeholder groups are demanding immediate action and aggressive strategies to address potential risks associated with these environmental changes, leading to potential disruptions in Companies manufacturing operations. | Your Company is committed towards addressing climate risks and building resilience by reducing its carbon footprint and adopting adaptive measures to ensure stability of its operations. Your Company is continuously measuring and monitoring its carbon footprint (Scope 1 and 2 emissions) and has adopted renewable energy measures. During FY 2023-24, your Company had extended its estimation beyond its operations by measuring certain categories of scope 3 emissions to develop future strategies for decarbonization. | Negative |
| 2 | Cyber Security | Risk | Ensuring cyber security is essential for maintaining trust among stakeholders. The changing regulatory landscape and growing concerns over data privacy are heightening the emphasis on information security. | Your Company is committed at maintaining the highest standards of IT security by implementing robust measures to protect its systems and data, thereby ensuring compliance with regulatory requirements. In addition, your Company undertakes Vulnerability Assessment and Penetration Testing (VAPT) on its IT systems and network infrastructure to protect its business from potential security threats and to create a safe and secure work environment thereby maintaining trust of its customers. | Negative |
| 3 | Digital Innovation | Opportunity | Leverage available technology to enhance customer experience, employee productivity and overall transparency in operations. | Your Company recently embarked on its initiative on Data Analytics. Using cutting-edge technology like Power BI, your Company is building in-house performance dashboards to monitor sales & supply chain planning. Further, mobile friendly apps are deployed to provide seamless workflow for internal processes including customer and vendor onboarding. Auto notification systems have also been deployed to ensure 100% compliance for all AMCs, licenses and other statutory compliances. | Positive |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/ opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|---|---|--|
| 4 | Energy Management | Opportunity | Utilizing renewable energy sources, implementing energy-efficient solutions and decreasing reliance on conventional sources for consumption, helps in significant potential to lower costs and fosters innovation for enduring growth and resilience. | <p>Your Company has been harnessing renewable energy like wind since 1999. During FY 2023-24, your Company generated a total of 86.73 million units from its 53.8 MW of installed capacity. Your Company has also adopted solar energy in its business operations by installing solar panels on the roofs of its manufacturing units with combined capacity of 655 KWp and plans to scale up further as per the utility guidelines.</p> <p>Further, 25% of your Company's forklift operations have been shifted to electric and your Company remains committed towards replacing all diesel-based forklifts with electric forklifts over the next few years across all its manufacturing sites.</p> | Positive |
| 5 | Human Capital | Opportunity | Human capital which encompasses skills, knowledge and experience of employees, is crucial for driving innovation. Investing in human capital enables Companies to enhance productivity, cultivate a positive corporate culture and achieve superior financial performance, ultimately gaining a competitive edge in the market. | Your Company provides equal opportunities to all employees, irrespective of their gender, race, or religion. Your Company's policies, procedures and training programs highlight its commitment to protection and well-being of its workforce. Your Company has a robust induction program for new joinees, training needs identification for employees and training calendar to enhance employee productivity in their job role. | Positive |
| 6 | Marketing and Labeling | Risk | Non-compliance with labeling regulations can lead to legal penalties, fines and product recalls. Failure to accurately represent products can also expose a Company to authorities, leading to reputational damage. | Your Company adheres to upholding the highest standards in marketing and labeling practices. Your Company ensures to provide clear, accurate and transparent information about its products, ensuring compliance with all regulations while fostering trust and confidence among its customers and stakeholders. Your Company through its Material Safety Data Sheet (MSDS), provides proper labeling on all its products. | Negative |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/ opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--------------------------------|--|--|---|--|
| 7 | Non-Discrimination | Risk | Non-discrimination is a critical concern for a Company and failure to uphold non-discriminatory practices can lead to several significant reputational, legal and financial risk. | Your Company has implemented strong guiding principles to ensure ethical operations throughout its value chain. Your Company's 'Code of Conduct' for Board members, senior management, employees, suppliers, vendors and contractors is in line with its dedication to ethical, non-discriminatory and transparent business practices. | Negative |
| 8 | Research and Development (R&D) | Opportunity | Robust R&D enables development of technologically advanced formulations of lubricants that improve engine performance, fuel efficiency and protection. Innovations can include synthetic oils and bio-based lubricants that meet the evolving demands of modern engines. | Your Company's in-house R&D focusses on creating new products and technologies that are environment friendly, biodegradable, and sustainable. Significant emphasis is being placed on developing Ester Technologies which are non-toxic & aquatic friendly to replace current mineral based solutions. | Positive |
| 9 | Talent Attraction | Opportunity | Talented employees bring new ideas and solutions that can lead to product and process improvements, fostering Company growth. | Your Company has been certified as a Great Place To Work. Your Company primarily hires the right talent laterally through various platforms like job portals, social media, employee referrals, etc. Your Company offers competitive benefits to its employees based on industry standards. Your Company has also established a comprehensive performance management system as a part of its talent and retention strategy. | Positive |
| 10 | Waste Management | Risk | As regulatory constraints on waste disposal become more stringent, it is essential for Companies to implement responsible waste management practices. | Your Company ensures that hazardous waste produced by its operations are managed and disposed off safely and in an environmentally responsible manner as per PCB guidelines. Your Company is registered with CPCB under EPR framework for all applicable categories of plastics. Your Company has also adopted various waste recycling and reduction interventions. | Negative |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|---|---|--|
| 11 | Water Stewardship | Risk | Inadequate water stewardship presents numerous risks, from regulatory and operational challenges to reputational damage and financial costs. Furthermore, with decreasing availability of water, there are risks of regulatory restrictions and stakeholder activism. | <p>Your Company's commitment to water stewardship involves responsible & effective management of water resources to ensure sustainability, minimize environmental impacts and support the well-being of its communities.</p> <p>Your Company fulfils its daily water requirement from third party water and groundwater sources.</p> <p>Your Company has been practicing rainwater harvesting at one of its manufacturing facility since 1998 wherein your Company harvests rainwater and recharge groundwater table. This is then routed for all operations at the factory thereby reducing its reliance on external water supplies. Your Company plans to replicate this model in its other manufacturing units subject to due diligence.</p> | Negative |

Note - For detailed information on your Company's 'high' and 'medium' priority material topics, please refer to your Company's ESG Report FY 2023-24 which will be available at Company's website at www.savita.com.

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 | 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 | 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 | http://www.savita.com/policies/business-responsibility-policy.php | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | No | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| 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 - Quality Management System ISO 14001: 2015 - Environmental Management System ISO 45001: 2018 - Occupational Health and Safety Management System | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | <p>Your Company initiated it's decarbonisation journey in 1999 and has installed a sizeable wind power portfolio spread across various states. During the reporting year, your Company has formalised it's continued journey towards ESG reporting and monitoring of ESG performance data. Your Company is in the process of monitoring and identifying quantifiable targets and has identified few qualitative targets across NGRBC principles, which are highlighted below:</p> <p>a) Principle 1 – Ensuring 100% adherence on employee code of conduct.</p> <p>b) Principle 2 – Aspiring for 100% compliance on supplier code of conduct which includes your Company's ESG commitments across the value chain in the next two years.</p> <p>c) Principle 6 –</p> <ul style="list-style-type: none"> • Tracking key parameters like resource consumption – power, water, etc. at all plant levels; • Adopting energy conservation techniques like replacement of conventional lights with LEDs, phase-wise replacement of diesel forklift with battery operated forklift etc.; • Adoption of rainwater harvesting across your Company's manufacturing sites; • Adoption of roof top solar at your Company's manufacturing sites to reduce it's reliance on external source of thermal power. <p>Your Company shall disclose its quantifiable targets in the subsequent years ahead.</p> | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Your Company is making conscious efforts towards doing business responsibly and sustainably. Performance against key parameters are monitored and evaluated internally. Roadmap with specific goals and targets are under development and your Company shall endeavour to report on the performance of the set targets in the subsequent reporting years. | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|----|----|----|----|----|----|----|----|
| Governance, leadership and oversight | | | | | | | | | |
| 7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements | <p>With the vision to integrate principles of sustainability as a core element in your Company's quest for operational and business excellence, ESG is integral to your Company's corporate ethos. Your Company believes in creating value not just for its Shareholders, but for all its stakeholders, including employees, customers, communities and the environment for a resilient and sustainable future. In the realm of environmental sustainability, your Company pioneered as the first Indian Company to produce biodegradable transformer oil derived from renewable agricultural resource. Building on your Company's commitment to innovation and pushing its boundaries to redefine industry standards, your Company has now unveiled path-breaking Ester Fluid technology introducing a range of Ester products. These esters not only are eco-friendly due to their biodegradability but also boast a longer service life. Your Company is confident that this will set new benchmarks in the lubricants industry.</p> <p>During the reporting year, your Company has formalised its ESG reporting journey in the form of its ESG Report, highlighting your Company's sustainable interventions and future aspirations. Your Company conducted a comprehensive double materiality assessment exercise to identify its key material topics which is critical to your Company's business. These serve as the foundation of your Company's sustainability journey. Your Company has also established a robust three-tier ESG governance structure to ensure an effective oversight on its initiatives and performance.</p> <p>As a part of its decarbonisation journey, your Company had carried out a detailed GHG Inventorization comprising of Scope 1, 2 and certain categories of scope 3 GHG emission estimation for FY 2023-24 to understand your Company's carbon footprint, identify opportunities for emissions reductions and develop strategies to mitigate your Company's impact on the environment.</p> <p>In the sphere of Social Responsibility, your Company endeavours to create a positive impact in and around the communities where it operates. Your Company amongst many other initiatives, had contributed towards the Mid-day Meal program for providing free meals to around 6,411 school children daily in schools around its two manufacturing plants in Silvassa.</p> <p>For more details on your Company's ESG achievements and aspirations, please refer to your Company's first Sustainability Report for FY 2023-24, which will be available at your Company's website.</p> | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | <p>Mr. Gautam N. Mehra Chairman & Managing Director</p> | | | | | | | | |
| 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. | <p>Mr. Gautam N. Mehra, Chairman & Managing Director of the Company is responsible for decision making on sustainability relates issues.</p> | | | | | | | | |

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 | The BR performance of the Company is assessed by the Board of Directors. | | | | | | | | | Annually | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | | | | | | | | | | Yes | | | | | | | | |

| 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:

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

| 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 | 1 | Familiarization program | 100% |
| Key Managerial Personnel | | | |
| Employees other than BoD and KMPs | | Training and awareness sessions are conducted and provided to the employees and workers at regular intervals. | 100% |
| Workers | | | |

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

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

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 | NA |

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

Yes, your Company's Anti Corruption and Anti Bribery Policy reflects the commitment of your Company and its Management to conduct business in an honest and ethical manner and a zero tolerance approach towards bribery and corruption and acting professionally, fairly and with integrity in all business dealings and relationships.

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 | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

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 | Nil | NA | Nil | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | NA | Nil | NA |

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

During FY 2023-24, there were no instances of fines/penalties/actions taken by regulators/law enforcement agencies/judicial institutions and no cases of corruption and conflicts of interest were reported on your Company.

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

| | FY 2023-24 | FY 2022-23 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 90 | 92 |

9. Open-ness of business

| Metrics | | FY 2023-24 | FY 2022-23 |
|----------------------------|--|------------|------------|
| 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 | 13 | 12 |
| | b. Number of dealers/distributors to whom sales are made | 1625 | 1569 |
| | c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors | 10 | 12 |
| Share of RPTs in | a. Purchases (Purchases with related parties/Total Purchases) | 0 | 0 |
| | b. Sales (Sales to related parties/Total Sales) | 0 | 0 |
| | c. Loans & advances (Loans & advances given to related parties/Total loans & advances) | 0 | 0 |
| | d. Investments (Investments in related parties/Total Investments made) | 31 | 0 |

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

ESSENTIAL INDICATORS

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

| | FY 2023-24 | FY 2022-23 | Details of improvements in environmental and social impacts |
|-------|------------|------------|---|
| R&D | 0.60 | 1.67 | Technologically advanced ester-based lube and compressor oils, innovative ester-based, efficient and environmentally friendly fluids. |
| Capex | Nil | Nil | NA |

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

During the reporting year, your Company has developed and implemented Sustainable (Green) Procurement Policy, with an objective to adopt a holistic approach of integrating ESG practices in your Company's value chain to enhance its sustainability performance. Your Company is working towards building a more organised framework for sustainable sourcing to make its supply chain green. Presently, your Company's vendor selection is majorly through tendering process. The terms and conditions of tender are structured for evaluation w.r.t. safety and environmental compliance which are an integral part for the award and online vendor registration process. Supplier mandatorily needs to comply with all safety guidelines and environmental

norms prescribed by State/Central Govt., and your Company’s Supplier Code of Conduct, which highlights your Company’s ESG commitments across the value chain. Before onboarding as value chain partner, it is mandatory to furnish this evaluation questionnaire covering social and environmental standards like ISO 14001. Your Company undertakes detailed assessments of its suppliers periodically. Your Company audits their eco-friendly processes, documented methods, compliances and certifications obtained like ISO 9001, ISO 14001 and OHS 45001. This enables your Company in managing risks associated with supply chain disruptions and gives your Company a competitive advantage.

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

The value/percentage of inputs sourced sustainably is not captured by your Company at present.

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

(a) Plastics (including packaging) –

Due to contamination of packaging materials, reclaiming and reusing them are not feasible. Hence, your Company does not reclaim and reuse its products from the end-of-life stage. Your Company follows CPCB’s EPR (Extended Producer Responsibility) Framework under the Plastic Waste Management Rules, 2016. Going forward, your Company shall ensure the use of recycled plastic in plastic packaging as per the said EPR framework.

(b) E-waste –

Your Company’s products do not contribute to generation of electronic waste at end-of-life stage. Your Company does not reclaim any of its products at the end of life.

(c) Hazardous waste –

Your Company does not reclaim any of its products at the end of life.

(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.

Yes, Extended Producer Responsibility (EPR) is applicable to your Company’s business operations and your Company has registered with CPCB for all the applicable category of plastics. Your Company is in compliance with the requirements of Extended Producer Responsibility (EPR) under the Plastic Waste Management Rules, 2016 (as amended).

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

| Category | % of employees covered by | | | | | | | | | | |
|----------------------------|---------------------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|----------|---------------------|-----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| PERMANENT EMPLOYEES | | | | | | | | | | | |
| Male | 509 | 509 | 100 | 509 | 100 | NA | NA | 0 | 0 | NA | NA |
| Female | 48 | 48 | 100 | 48 | 100 | 48 | 100 | NA | NA | NA | NA |
| Total | 557 | 557 | 100 | 557 | 100 | 48 | 100 | 0 | 0 | NA | NA |

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|----------|--------------------|----------|--------------------|----------|--------------------|----------|---------------------|----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| OTHER THAN PERMANENT EMPLOYEES | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Category | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|------------|--------------------|------------|--------------------|----------|--------------------|----------|---------------------|-----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| PERMANENT WORKERS | | | | | | | | | | | |
| Male | 27 | 27 | 100 | 27 | 100 | NA | NA | 0 | 0 | NA | NA |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | NA | NA | NA | NA |
| Total | 27 | 27 | 100 | 27 | 100 | 0 | 0 | 0 | 0 | NA | NA |
| OTHER THAN PERMANENT WORKERS | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the Company | 0.05 | 0.05 |

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 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 | 0 | Y | 100 | 0 | Y |
| Gratuity | 100 | 0 | Y | 100 | 0 | Y |
| ESI | 100 | 0 | Y | 100 | 0 | Y |

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, your Company's workplaces are equipped with the necessary accessibility provisions.

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.

Your Company provides equal opportunities to its employees/workers in their respective jobs, skill upgradation and does not discriminate based on one's race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age and nationality.

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 | NA | NA | NA | NA |
| Female | 100% | 100% | NA | NA |
| Total | 100% | 100% | NA | NA |

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

| Yes/No (If Yes, then give details of the mechanism in brief) | |
|--|---|
| Permanent Workers | Yes, your Company has in place a mechanism wherein the employees/workers can put up their grievances and concerns to the respective unit HR heads. Other mechanisms such as POSH and Whistle Blower are also available. |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Male | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Permanent Workers | 27 | 21 | 59.26 | 16 | 11 | 68.75 |
| Male | 27 | 21 | 59.26 | 16 | 11 | 68.75 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 |

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 | 509 | 509 | 100 | 509 | 100 | 420 | 420 | 100 | 420 | 100 |
| Female | 48 | 48 | 100 | 48 | 100 | 44 | 44 | 100 | 44 | 100 |
| Total | 557 | 557 | 100 | 557 | 100 | 464 | 464 | 100 | 464 | 100 |

| 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) |
| WORKERS | | | | | | | | | | |
| Male | 27 | 27 | 100 | 27 | 100 | 16 | 16 | 100 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 27 | 27 | 100 | 27 | 100 | 16 | 16 | 100 | 0 | 0 |

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------|------------|------------|------------|------------|------------|------------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| EMPLOYEES | | | | | | |
| Male | 509 | 509 | 100 | 420 | 420 | 100 |
| Female | 48 | 48 | 100 | 44 | 44 | 100 |
| Total | 557 | 557 | 100 | 464 | 464 | 100 |
| WORKERS | | | | | | |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA |

10. Health and safety management system:

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

Yes, your Company has implemented Occupational Health & Safety Management System (ISO 45001:2018) which covers all permanent as well as contract workers/employees. Infact, your Company has also integrated Quality, Environment, Health & Safety (QEHS) policy. Your Company's QEHS policy covers continual improvement in its QMS & EMS, Communication of policy & sustainability performance to stakeholders, prevention & mitigation of QEHS impacts to operations, products or business, maintaining zero LTI and Mitigation of EHS risks for all personnel. The entire operations of the plants have been covered under this system.

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 work related hazards and assessment of risks are identified by using the processes such as, Hazard Identification and Risk Assessment (HIRA), Permit to work system, Behaviour Based Safety system, Safety Inspections, Reporting of unsafe acts/conditions, near misses, incidents, investigation of accidents cases (Root Cause Analysis), safety suggestion drop boxes etc. Further, Risk assessments, Hazop, Safety audits, Safety Rounds, 5S activities/inspections are carried out on routine basis.

Hazard Identification and Risk assessment (HIRA) is prepared for all the routine activities to identify Work-related Hazards, Job Safety Analysis are being carried out for Non-routine jobs and for new Projects.

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

Yes, there is a system for reporting Unsafe Acts & Unsafe conditions. The workers report about any work related hazards such as unsafe acts/conditions, near misses, incidents/accidents through EHS rounds and safety suggestion drop boxes etc. Thereafter, necessary acts are done immediately to remove such hazards/risks and subsequently corrective and preventive actions are undertaken accordingly. Even small hazards/risks are eliminated by issuing permits to maintenance and resolving the issues.

Workers even report work related hazards in Unsafe Acts and Conditions Form and Workers Reports Complaints and provide suggestions related to Occupational Health and Safety, in Safety Committee meetings.

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

Yes, the medical officer (MBBS+AFIH) visits the plant according to the schedule and all employees/workers have access to avail the services accordingly. The annual medical check of all the employees/workers is also carried out.

Further, all employees are covered under Company's health insurance policy.

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 | Nil | Nil |
| | Workers | Nil | Nil |
| Total recordable work-related injuries | Employees | Nil | Nil |
| | Workers | Nil | 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 work place.

Some of the measures undertaken by your Company are Safety Audit (External) through competent and approved auditors, Permit to work system, use of PPE's, Hazard Identification and Risk Assessment, Safety Inspections, Periodic Mock drills, Implementation of on-site emergency plan, Safety induction to new workers/staff/visitors, Fire & Safety training, Implementation of BBS, Calculation of monthly safety Index, Medical examination of employees/workers, Occupational Health center, Periodic inspection of Fire extinguishers, Fire hydrant & Fire alarm system, Inspection of pressure vessel and lifting tools through competent persons.

There systems are in place for reporting Unsafe Acts & Unsafe conditions, Carrying out safety rounds, Carrying out 5S Audits, Safety Audits by internal as well as external auditors.

Furthermore, your Company's employees and workers are trained on Health & safety related hazards and control measures. Hazard Identification and Risk Assessment is carried out for all the activities and it is ensured that all control measures are in place. Safety Audits and Inspections are carried out on regular intervals to ensure compliance of health and safety requirements. Employees and workers are also trained for Fire Fighting and Emergency response. Your Company is well equipped with latest Safety & Fire Fighting Equipments such as Fire Hydrant line routed across all plants connected with dedicated water tanks with a capacity of 100KL, 225KL, 650KL and maintain 7 kg/cm² pressure with the Jockey pump back up by Electrical and DG pump.

Your Company has well trained Fire Fighting and First aid team available 24/7 hours. Smoke Detectors, Beam Detector & Fire Alarms are installed in the Offices and Fire Extinguishers are placed at various locations in the Offices & Plants. Fall arrestor system has also been installed to prevent fall of person working on top of a tanker.

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 | 0 | 0 | NA | 0 | 0 | NA |
| Health & Safety | 0 | 0 | NA | 0 | 0 | NA |

14. Assessments for the year:

| % of your plants and offices that were assessed (by entity or statutory authorities or third parties) | |
|---|--|
| Health and safety practices | 100% assessment done by National Safety council ISO 45001:2018 audit conducted by certification body Pyramid |
| Working Conditions | |

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

No such Incidents/Accidents had occurred, however some preventive actions were taken like replacement of old rusted/damaged chequered plates of floor with new ones to avoid any safety incident, replacement of Electrical Panel (MCC) with new panel with 1.5 M above ground level to avoid any electrical incident in rainy season and replacement of old rusted/damaged chequered plates of staircase steps with new ones to avoid any safety incident.

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.

Key stakeholders as considered by your Company are those who are either significantly impacted by your Company's operations or those who can significantly impact your Company's operations and activities. Your Company understands stakeholders' expectation through regular engagement with them. Your Company periodically reviews these expectations internally and deploys them in developing strategies, plans & business activities. Your Company also undertakes surveys to engage with and obtain stakeholder feedback from time to time. Over the years, your Company has engaged with the following major stakeholder groups that influence or are influenced by your Company's activities: (i) Government; (ii) Industry and Trade Associations; (iii) Business Partners & Vendors; (iv) Customers; (v) Investors & Shareholders; (vi) Regulatory Bodies; (vii) Employees; (viii) Media and (ix) Community/ NGOs. Your Company engages with them through multiple channels such as formal meetings, customer helplines, industry forums, dealer/distributor/KSK conventions, surveys amongst others. This engagement allows your Company to gain valuable insights into stakeholder concerns and receive constructive feedback, which in turn helps to enhance its business strategy and plans for the future.

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 |
|---------------------------------|--|---|---|---|
| Government & Regulatory Bodies | No | Seminars, Conferences, Events, Written Communication, Stock Exchange filings | Need basis | Regulatory Compliance |
| Industry and Trade Associations | No | Memberships and Associations, Emails, Meetings, Events, Seminars, Conferences | Need basis | Industry concerns |
| Business Partners and Vendors | No | Emails, Meetings | Need basis | Agreements, Relationship Management |
| Customers | No | Emails, Meetings | Need basis | Customer Service |
| Investors and Shareholders | No | Annual Reports, Investor Presentations, Quarterly Results, Company Website, Stock Exchange filings, Annual General Meetings | Annually/Quarterly/ Need basis | Corporate Governance, Transparency |
| Employees | No | Training Programs, Internal Communication, Newsletters | Quarterly/Need basis | Training and Development, Employee Awareness |
| Community/ NGOs | No | Emails, Meetings | Need basis | Engagement to understand concerns and requirement for CSR initiatives |

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------------|------------|-----------------------------------|------------|------------|-----------------------------------|------------|
| | Total (A) | No. employees workers covered (B) | % (B/A) | Total (C) | No. employees workers covered (D) | % (D/C) |
| EMPLOYEES | | | | | | |
| Permanent | 557 | 557 | 100 | 464 | 464 | 100 |
| Other than permanent | NA | NA | NA | NA | NA | NA |
| Total Employees | 557 | 557 | 100 | 464 | 464 | 100 |
| WORKERS | | | | | | |
| Permanent | 27 | 27 | 100 | 16 | 16 | 100 |
| Other than permanent | 397 | 397 | 100 | 352 | 352 | 100 |
| Total Employees | 424 | 424 | 100 | 368 | 368 | 100 |

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 | 557 | NA | NA | 557 | 100 | 420 | NA | NA | 420 | 100 |
| Male | 509 | NA | NA | 509 | 100 | 44 | NA | NA | 44 | 100 |
| Female | 48 | NA | NA | 48 | 100 | 464 | NA | NA | 464 | 100 |
| 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 |
| WORKERS | | | | | | | | | | |
| Permanent | 27 | NA | NA | 27 | 100 | 16 | NA | NA | 16 | 100 |
| Male | 27 | NA | NA | 27 | 100 | 16 | NA | NA | 16 | 100 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than permanent | 397 | NA | NA | 397 | 100 | 352 | NA | NA | 352 | 100 |
| Male | 396 | NA | NA | 396 | 100 | 352 | NA | NA | 352 | 100 |
| Female | 1 | NA | NA | 1 | 100 | 0 | 0 | 0 | 0 | 0 |

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)* | 3 | 1,76,34,294 | 0 | NA |
| Key Managerial Personnel | 5 | 1,45,05,626 | 0 | NA |
| Employees other than BoD and KMP | 509 | 7,80,526 | 48 | 8,95,344 |
| Workers | 27 | 6,67,572 | 0 | NA |

*Includes Executive Directors only

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 | 7.10 | 7.16 |

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

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

A quarterly status report is shared with the Audit Committee regarding any complaints filed by any Whistle Blower or any complaints/grievances reported under POSH Act.

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 | 0 | 0 | NA | 0 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour/Involuntary Labour | 0 | 0 | NA | 0 | 0 | NA |
| Wages | 0 | 0 | NA | 0 | 0 | NA |
| Other human rights related issues | 0 | 0 | NA | 0 | 0 | NA |

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 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.

Your Company has framed a Whistle-Blower Policy wherein the employees are free to report any improper activity resulting in violations of laws, rules, regulations or code of conduct by any of the employees, including leakage/ misuse of unpublished price sensitive information in violation of the Company's Insider Trading Code, to the Managing Director or Chairman of the Audit Committee, as the case may be. Any complaint received would be reviewed by the Managing Director or Chairman of the Audit Committee. The policy provides that the confidentiality of those reporting violations shall be maintained and they shall not be subjected to any discriminatory practice. No employee has been denied access to the Audit Committee at any point in time. The Whistle-Blower policy is hosted on the website of the Company.

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 | Nil |
| Forced/involuntary labour | Nil |
| Sexual harassment | Nil |
| Discrimination at workplace | Nil |
| Wages | Nil |
| Others – please specify | Nil |

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

No significant risks or concerns were identified. Therefore, no corrective actions were taken this financial year.

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) (MJ) | 0 | 0 |
| Total fuel consumption (B) (MJ) | 0 | 0 |
| Energy consumption through other sources (C) | 26,68,545.64 | 11,81,012.00 |
| Total energy consumed from renewable sources (A+B+C) (MJ) | 26,68,545.64 | 11,81,012.00 |
| From non-renewable sources | | |
| Total electricity consumption (D) (MJ) | 1,35,43,303.74 | 1,20,87,621.27 |
| Total fuel consumption (E) (MJ) | 4,15,18,246.53 | 3,38,44,882.89 |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) (MJ) | 5,50,61,550.27 | 4,59,32,504.16 |
| Total energy consumed (A+B+C+D+E+F) (MJ) | 5,77,30,095.91 | 4,71,13,516.16 |
| Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) | 0.001543 | 0.001298 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) | 0.000374 | 0.000326 |
| Energy intensity in terms of physical output | 160.34 | 145.02 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - |

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

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

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.

Not applicable

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 | 1,176 | 0 |
| (ii) Groundwater | 18,380 | 17,610 |
| (iii) Third party water | 39,107 | 7,453 |
| (iv) Seawater/desalinated water | 0 | 0 |
| (v) Others – MIDC Water | 0 | 9,149 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 58,663 | 34,212 |
| Total volume of water consumption (in kilolitres) | 58,663 | 34,212 |
| Water intensity per rupee of turnover (Total water consumption/Revenue from operations) | 0.000002 | 0.000001 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) | 0.00000038 | 0.00000024 |
| Water intensity in terms of physical output | 0.16 | 0.11 |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | - |

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

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

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) | | |
| (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 | 1,406 | 90 |
| (v) Others | | |
| – No treatment | 0 | 0 |
| – With treatment-please specify level of treatment | 4,132 | 3,521 |
| Total water discharges (in kilolitres) | 5,538 | 3,611 |

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 was carried out by an external agency.

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

Yes, Sewage Water Treatment & Oil Water Separator mechanism has been implemented. Your Company also has a Effluent Treatment Plant installed for treatment of effluent discharge.

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 | mg/Nm ³ | 0.55 | 35 |
| Sox | Kg/Day | 35.09 | 3.47 |
| | mg/Nm ³ | 45.92 | 42 |
| Particulate matter (PM) | mg/Nm ³ | 89.68 | 138.91 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others – please specify | - | - | - |

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 was 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:

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|---|---|-------------|-------------|
| 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 | 3,270.41 | 392.47 |
| 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 | 5,759.99 | 1,912.27 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations) | | 0.000000241 | 0.000000063 |
| 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) | | 0.000000059 | 0.000000016 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | | 0.03 | 0.01 |
| 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 was 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.

Yes, your Company has installed roof top Solar Energy Panels (300 KW) and undertaken phase wise replacement of diesel forklift with electric forklift, replacement of conventional lamp with LED lights, usage of energy efficient electrical motors in operations and monitoring of air emissions (DG set, Boiler/thermopac) by getting tested through approved laboratories as per applicable laws. Your Company has proposed for multifuel boiler with improved efficiency up to 80%, STP plant to enable your Company to reuse water up to 20KL per day, conversion of thermic fluid heaters from LDO to LPG to reducing its carbon footprint and Addition of 150- 200KWp roof top solar system on new finish good storage shed.

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) | 37.56 | 2.56 |
| E-waste (B) | 0.33 | 0.62 |
| Bio-medical waste (C) | 0 | 0 |
| Construction and demolition waste (D) | 0 | 993.33 |
| Battery waste (E) | 0 | 1.90 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste. Please specify, if any. (G) | | |
| (i) Spent earth | 228.6 | 246.86 |
| (ii) ETP Sludge | 1.60 | 0.32 |
| (iii) Oil soaked cotton waste | 1.89 | 0.11 |
| (iv) Spent clay containing oil | 116.67 | 108.09 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | | |
| (i) MS Scrap | 148.50 | 48.31 |
| (ii) Paper waste | 136.26 | 15.48 |

| Parameter | FY 2023-24 | FY 2022-23 |
|--|---------------|----------------|
| (iii) Wooden Scrap | 85.65 | 27.42 |
| (iv) Contaminated cotton cartoon | 0 | 1.00 |
| (v) Spent Oil | 36.86 | 0.80 |
| (vi) Contaminated Oil Drums | 94.39 | 100.6 |
| Total (A + B + C + D + E + F + G + H) | 888.31 | 1547.40 |
| Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) | 0.000000024 | 0.000000043 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) | 0.000000006 | 0.000000011 |
| Waste intensity in terms of physical output | 0.002 | 0.005 |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 464.89 | 246.86 |
| (ii) Re-used | 27.99 | 29.95 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 492.88 | 276.81 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 65.97 | 0.11 |
| (ii) Landfilling | 174.66 | 108.41 |
| (iii) Other disposal operations | 0 | 100.6 |
| Total | 240.63 | 209.12 |

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 was 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.**

Your Company's waste management process includes several practices such as disposal of hazardous waste (ETP sludge/oil soaked filters/chindis/oil contaminated drums/spent earth/E-waste etc.) to government approved recycler facilities. Non hazardous wastes are disposed to vendors for recycling/reused processes and general & kitchen (food) wastes are disposed to municipality authority/facility. Further, no hazardous and toxic chemicals are used in the operations. Your Company has also developed process for manufacturing of lube-ester without using solvents.

- 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:**

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|----------------|--------------------------------|--------------------|---|
| Not applicable | | | |

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 |
|-----------------------------------|----------------------|------|---|--|-------------------|
| 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, all applicable environmental law/regulations/guidelines of the Government are complied with.

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

Your Company is affiliated with twelve trade and industry chambers/associations.

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 | Indian Transformer Manufacturer's Association (ITMA) | National |
| 2 | Indian Electrical and Electronics Manufacturer's Association (IEEMA) | National |
| 3 | Federation of Indian Export Organisations | National |
| 4 | Chemicals Export Promotion Council | National |
| 5 | IMC Chamber of Commerce and Industry | National |
| 6 | Confederation of Indian Industry (CII) | National |
| 7 | Manufacturers of Petroleum Specialities Associations (MOPSA) | National |
| 8 | Bombay Chamber of Commerce and Industry (BCCI) | State |
| 9 | Electrical Research and Development Association (ERDA) | State |
| 10 | Dadra Nagar Haveli Industrial Association | State |
| 11 | Silvassa Industrial Association | State |
| 12 | Mahad Manufacturer's Association | State |

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 |
|--------------------------------|-------------------|-------------------------|
| No such action taken/underway. | | |

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| Not applicable | | | | | |

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

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

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

The Company interacts with local community to understand their concerns and acts upon them accordingly to ensure that the issues raised are resolved.

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

| | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Directly sourced from MSMEs/small producers | 2 | 3 |
| Sourced directly from within the district and neighbouring districts | 13 | 13 |

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

| Location | FY 2023-24 | FY 2022-23 |
|--------------|------------|------------|
| Rural | 29.19 | 23.27 |
| Semi-urban | 0 | 0 |
| Urban | 12.43 | 16.42 |
| Metropolitan | 58.38 | 60.31 |

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.

Your Company has a dedicated customer care number 022-22818042 and email id (customersupport@savita.com) on every consumer pack for customers to register queries/complaints/grievances and provide feedback. Upon receipt of queries/complaints/grievances it is addressed and resolved in a timebound manner. Customer feedback are also taken note of and actions are taken if needed.

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 | 0 |
| Safe and responsible usage | 0 |
| Recycling and/or safe disposal | 0 |

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

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

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.

Your Company is committed towards establishing and improving cyber security preparedness and minimizing exposure to associated risks. Your Company follows a multi-pronged approach to mitigate the cyber risks i.e., sensitizing end user on cyber threats through tips and trainings, adopting technologies and tools for detection and response to threats and setting up policies for overall cyber security.

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.

There were no such actions taken by any regulatory authorities which required corrective actions to be taken against.

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

NA

For and on behalf of the Board

Mumbai
27th August, 2024

Gautam N. Mehra
Managing Director
(DIN: 00296615)