

September 04, 2024

<b>To, The Manager (CRD) BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001</b>	<b>To, The Manager - Listing Department National Stock Exchange of India Ltd Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (East) Mumbai - 400 051</b>
<b>Scrip Code: 522215</b>	<b>Symbol : HLEGLAS</b>

**Ref: Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.**

**Sub: Submission of Business Responsibility and Sustainability Report (BRSR).**

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI(Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2023-24, which forms an integral part of the Annual Report of the Company for the Financial Year 2023-24.

For BRSR, please refer page number from 59 to 89 of the Annual Report FY2023-24 updated at the website of the Company i.e. [www.hleglascoat.com](http://www.hleglascoat.com).

Pleasetake the same on record.

Thanking You,

Yours faithfully,

For **HLE Glascoat Limited**

**Achal Thakkar**  
**Company Secretary and Compliance Officer**

**Encl: As Above**

## ANNEXURE V TO THE BOARD'S REPORT

# Business Responsibility and Sustainability Report

Forming part of the Board's Report

## Section A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L26100GJ1991PLC016173
2. Name of the Listed Entity:	HLE Glascoat Limited
3. Year of incorporation:	1991
4. Registered office address:	H-106, GIDC Estate, V. U. Nagar - 388121, Dist. Anand, Gujarat
5. Corporate address:	H-106, GIDC Estate, V. U. Nagar - 388121, Dist. Anand, Gujarat
6. E-mail:	<a href="mailto:share@hleglascoat.com">share@hleglascoat.com</a>
7. Telephone:	(02692) 236842 to 236845
8. Website:	<a href="http://www.hleglascoat.com">www.hleglascoat.com</a>
9. Financial year for which reporting is being done:	FY 2023-24
10. Name of the Stock Exchange(s) where shares are listed:	BSE Limited (BSE) and the National Stock Exchange of India Limited (NSE)
11. Paid-up Capital:	INR 14,02,82,960
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Achal Thakkar, Company Secretary 02692-236842 <a href="mailto:share@hleglascoat.com">share@hleglascoat.com</a>
13. Reporting boundary : Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Standalone basis
14. Name of assurance provider:	Not Applicable as the Company does not fall under the purview of Assurance as per SEBI mandate.
15. Type of assurance obtained:	Not Applicable

### II. Product/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.	Manufacturing of process equipment offering a range of solutions in drying and filtration technologies.	Manufacturing of special purpose machinery (Pressure Vessels - Filtration and Drying Equipment, Glass lined Equipment and other related equipment)	98.64%

#### 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.	Manufacturing of Special Purpose Machinery	28299	98.64%



### 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	9	13
International	1	8	9

#### 19. Markets served by the entity

##### a. Number of locations

Location	Number
National (No. of States)	20
International (No. of Countries)	18

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

3.81%

##### c. A brief on types of customers

The company caters to a wide array of customers in India's pharmaceutical (API) and chemical sectors, including agrochemicals, specialty chemicals, fine chemicals, dyes, pigments, and the food industry. It provides an extensive range of solutions for storage, reactions, heat exchange, distillation, and solid-liquid separation. With a versatile product lineup, the company serves clients across diverse industries such as food, pharmaceuticals, nutraceuticals, marine, and more.

### 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)
<b>EMPLOYEES</b>						
1.	Permanent(D)	590	553	94%	37	6%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D+E)</b>	<b>590</b>	<b>553</b>	<b>94%</b>	<b>37</b>	<b>6%</b>
<b>WORKERS</b>						
4.	Permanent(F)	150	150	100%	0	0%
5.	Other than Permanent (G)	1475	1471	99.73%	4	0.27%
6.	<b>Total workers (F+G)</b>	<b>1625</b>	<b>1621</b>	<b>99.75%</b>	<b>4</b>	<b>0.25%</b>

##### b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent(D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total employees (D+E)</b>	<b>2</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent(F)	2	2	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	<b>Total workers (F+G)</b>	<b>2</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0%</b>

**21. Participation/Inclusion/Representation of women:**

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	5	0	0.00%

**22. Turnover rate for permanent employees and workers:**

(Disclose trends for the past 3 years)

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25%	27%	25%	20%	31%	21%	15%	26%	15%
Permanent Workers	9%	-	9%	10%	-	10%	16%	-	16%

**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.	M/s. Thalectec (Formerly H L Equipment)	Subsidiary	99%	No
2.	Thalectec GmbH, Thale, Germany	Subsidiary	100%	No
3.	Thaletec Inc., USA	Step down subsidiary (A wholly owned subsidiary of Thaletec GmbH and hence, also subsidiary of HLE Glascoat Limited)	100% (through Thaletec GmbH)	No
4.	Kinam Engineering Industries Pvt. Ltd.	Subsidiary	35.56%	No
5.	Kinam Enterprise Pvt. Ltd.	Subsidiary	0.50%	No
6.	Kinam Process Equipment Pvt. Ltd.	Step-down subsidiary	0.50%	No

**VI. CSR Details**

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

(ii) Turnover (in ₹): ₹ 59070.85 Lakhs

(iii) Net worth (in ₹): ₹ 34772.99 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	Whistleblower	0	0	The complaints received are addressed fairly and transparently and pending complaints, if any are resolved in next reporting cycle.	0	0	The complaints received are addressed fairly and transparently and pending complaints, if any are resolved in next reporting cycle.
Investors (other than shareholders)	Yes	Policy - Vigil Mechanism	0	0		0	0	
Shareholders	Yes		23	0		22	0	
Employees and workers	Yes		0	0		0	0	
Customers	Yes		144	0		167	0	
Value Chain Partners	Yes		0	0		0	0	
Other (please specify)	NA		NA	NA		NA	NA	

\* The number of complaints for FY 2023 in the customers category has been restated as revised categorization is considered.

### 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.	Emission Management	Risk	Emissions Management at the Company encompasses a strategy aimed at minimizing the intensity of greenhouse gases and carbon footprint of operations.	The Company takes up various energy efficiency initiatives and is actively adopting renewable energy sources aimed at reducing the carbon footprint of business	Negative
2.	Water Management	Risk	Proactive water management aligns with the commitment to corporate citizenship, mitigating risks, supporting communities, and ensuring long-term environmental sustainability	Water Stewardship practices at the Company includes reduction in freshwater withdrawal, waste water treatment and disposal creating a positive societal impact.	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)
3.	Waste Management	Risk	Addressing waste generation and disposal enables the company to minimize the ecological footprint, optimize operations, and adhere to regulatory requirements, fostering a greener and more responsible approach to business.	The Company follows a robust approach for waste management including 3R approach enhancing operational efficiency with optimal utilisation of resources.	Negative
4.	Product Safety & Quality	Opportunity	Ensuring the safety and quality of products is paramount to building trust with customers, maintaining compliance with industry standards, and safeguarding the reputation and success of the organization.	-	Positive
5.	Human Capital Development	Opportunity	Nurturing a skilled and motivated workforce enhances operational efficiency, innovation, and adaptability. By investing in employee growth, training, and wellbeing, the Company aims to foster a culture of excellence, drive business growth, and create a sustainable future for organization.	-	Positive
6.	Privacy and Data Management	Risk	Safeguarding customer and stakeholder data is essential to maintain trust and uphold reputation.	The Company is implementing robust data protection measures and is adhering to privacy regulations, prioritising the security and confidentiality of sensitive information, ensuring sustainable relationships with the stakeholders.	Negative
7.	Labour Management	Risk	Ensuring fair and ethical treatment of employees fosters a positive work environment, enhances productivity, and strengthens employee loyalty.	The Company is adhering to labour laws, promoting diversity and inclusion, and providing opportunities for growth, aiming to create a sustainable and harmonious workforce.	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)
8.	Chemical Safety	Risk	Proper management of chemicals are essential for ensuring workplace safety, regulatory adherence, and minimising environmental risks.	The Company prioritises responsible chemical handling and disposal, upholding the commitment to sustainable practices and maintaining stakeholder trust.	Negative
9.	Corporate Governance	Risk	Strong corporate governance fosters transparency, accountability, and ethical decision-making.	The Company adheres to highest standards of corporate governance with effective risk management practices leading to continued stakeholder trust and long-term value creation	Negative

## 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	
<b>Policy and management processes</b>										
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	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	<a href="https://www.hleglascoat.com/corporate-governance/">https://www.hleglascoat.com/corporate-governance/</a>									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	No	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>- ASME Accreditation - Authorized to use ASME 'U', 'NB' and 'R' Stamps for pressure vessels.</li> <li>- CE Compliance - Designing and manufacturing in compliance with CE as per Pressure Equipment, ATEX, Machinery, Electromagnetic, Low Voltage and other Directives.</li> <li>- JIS Compliance - Designing and manufacturing in compliance with 'JIS'</li> <li>- ISO 9001:2015 - ISO certification.</li> <li>- EAC Certification - Certified for manufacturing pressure vessels as per the Russian Directives.</li> <li>- LR Marine Certification – Certified for manufacturing pressure vessels for Marine Applications.</li> </ul>									

	<ul style="list-style-type: none"> <li>- Indian Register of Shipping Certification - Certified for manufacturing pressure vessels for Marine Applications.</li> <li>- American Bureau of Shipping – Manufacturing in compliance with ABS Standards.</li> </ul>
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	None
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable
<b>Governance, leadership and oversight</b>	
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)	<p>Dear Shareholders,</p> <p>As we reflect on the past year, I'm pleased to report that HLE Glascoat's commitment to ESG and sustainability has yielded significant results. Our achievements in these areas are not only a testament to our dedication but also a reflection of our ability to navigate complex challenges while prioritizing long-term value creation.</p> <p>We've made substantial strides in reducing our environmental footprint. By increasing our reliance on renewable energy sources and implementing energy-efficient practices, we've achieved a notable decrease in our carbon emissions. Additionally, our unwavering focus on safety has resulted in an outstanding safety record, underscoring our commitment to the well-being of our employees.</p> <p>Our dedication to social responsibility extends beyond our operations. We've continued to invest in our communities through initiatives that support education, healthcare, and sustainable development. These efforts align with our belief that businesses have a responsibility to contribute positively to the societies in which they operate.</p> <p>Governance remains a cornerstone of our approach. We've strengthened our corporate governance practices to ensure transparency, accountability, and ethical conduct. By fostering a culture of integrity and compliance, we've reinforced our commitment to responsible business practices.</p> <p>Looking ahead, we're excited about the opportunities that lie ahead. We will continue to prioritize ESG and sustainability as we strive to create long-term value for our shareholders, customers, employees, and communities. Our unwavering focus on innovation, operational excellence, and responsible business practices will position us for continued success in the years to come.</p> <p>Thank you for your continued support.</p> <p>Sincerely,</p> <p><b>Himanshu Patel</b> Managing Director</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors is accountable for overseeing and upholding the Business Responsibility policies. The Executive Director and the senior management team are entrusted with implementing and tracking these policies, following the Board's direction.
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.	No. However, the Executive Director and Whole-time Director, with support from the senior management team, are responsible for overseeing sustainability-related matters within the organization. They regularly assess the effectiveness of internal systems in handling sustainability 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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Periodically								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Periodically								

## 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.

No

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

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

Not Applicable

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1: Business 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	% of persons in respective category covered by the awareness programmes
Board of Directors	4	During the reporting year, the Board of Directors and its various committees receive comprehensive updates on topics, including performance, compliance, governance, and significant regulatory changes. These updates emphasize compliance and reporting requirements. Key Managerial Personnel (KMPs) are also part of these meetings.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	38	Innovation, Leadership, Welding, ASME QMS, ISO 9001:2015 Awareness, Communication Skill, Problem Solving Skill, Power BI, Awareness on 5s, Material Handling, Inventory Management	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Workers	31	Welding, Blade Assembly, Non Drive & Drive Assembly Tank Fabrication, Hydrotest Preparation, Bottom Assembly, Shaft Fabrication, General Fabrication, Awareness on 5s, Material Handling	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	NA	NA	NA	NA
Settlement	None	NA	NA	NA	NA
Compounding fee	None	NA	NA	NA	NA

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	None	NA	NA	NA	
Punishment	None	NA	NA	NA	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in case 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 Company is dedicated to upholding the highest standards of ethics, honesty, integrity, and transparency in its business practices. To ensure compliance with legal and regulatory requirements, a Whistle-blower/Vigil Mechanism policy has been established, enabling employees to report any concerns about legal violations or inaccuracies in financial statements and reports. Additionally, the Company’s Code of Conduct strictly forbids bribery, corruption, and the exchange of gifts or payments to gain business advantages. This Code applies to all employees, including Board Members and Senior Management. Employees are informed about the Code of Conduct and policies during their induction and receive periodic updates. The weblink of the policy is [https://www.hleglascoat.com/wp-content/uploads/2023/08/HGL-WHISTLE-BLOWER-POLICY-VIGIL-MECHANISM\\_12.06.2021-R.pdf](https://www.hleglascoat.com/wp-content/uploads/2023/08/HGL-WHISTLE-BLOWER-POLICY-VIGIL-MECHANISM_12.06.2021-R.pdf).

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

	FY 2024	FY 2023
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None



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

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	NA	None	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	NA	None	NA

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

Not Applicable

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

	FY 2024	FY 2023
Number of days of accounts payables	57.08	68.69

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 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	23%	23%
	b. Number of trading houses where purchases are made from	88	62
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	17%	19%
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)	0.24%	0%
	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:

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
14	1. Vendor development	0.085%
	2. Quality improvement	
	3. New component development, Optimal pricing, Alternative development	
	4. Quality enhancement	
	5. Inhouse engineering development	

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 established robust procedures that require employees and key stakeholders to disclose any potential conflicts of interest. Additionally, training programs on the code of conduct and ethical practices ensure transparency and fairness, upholding the company's integrity.

## PRINCIPLE 2: Business 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 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	0.55%	Nil	With a focus on B2B, the company tailors its product specifications to meet end-client requirements, which means it does not conduct independent R&D. However, the company has created innovative designs and process applications that fulfil customer expectations.
Capex	Nil	0.02%	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
No, the company ensures that its suppliers, vendors, and contractors comply with all relevant labour laws, health and safety standards, service delivery requirements, and other regulations.
- b. If yes, what percentage of inputs were sourced sustainably?  
Not Applicable
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
- Plastics (including packaging)
  - E-waste
  - Hazardous waste and
  - other waste.

None. The Company has effective procedures to efficiently handle, manage, recycle, and dispose of waste throughout its operations.



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.

No. Due to the nature of the business, Extended Producer Responsibility is not applicable to the company.

#### Leadership Indicators

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

No, the Company has not conducted Life Cycle Assessments for any of its products.

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

Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024	FY 2023
None	Not Applicable	Not Applicable

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

	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste (Non -hazardous waste including metal scrap and solid waste)	0.81	537.18	Nil	1.11	636.55	Nil

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

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

### PRINCIPLE 3: Business 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)	
<b>Permanent employees</b>											
Male	553	553	100%	553	100%	0	0%	0	0%	0	0%
Female	37	37	100%	37	100%	37	100%	0	0%	0	0%
<b>Total</b>	<b>590</b>	<b>590</b>	<b>100%</b>	<b>590</b>	<b>100%</b>	<b>37%</b>	<b>6.27%</b>	<b>0</b>	<b>%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent employees</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

##### 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)	
<b>Permanent workers</b>											
Male	150	51	34%	150	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0	0	0%	0	0%	0	0%
<b>Total</b>	<b>150</b>	<b>51</b>	<b>34%</b>	<b>150</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	1471	0	0%	1471	100%	0	0%	0	0%	0	0%
Female	4	0	0%	4	100%	0	0%	0	0%	0	0%
<b>Total</b>	<b>1475</b>	<b>0</b>	<b>0%</b>	<b>1475</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	0.78%	0.56%

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

Benefits	FY 2024			FY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employee	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA
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.

Yes, the Company's premises/offices are accessible to differently abled employees and workers in accordance with the Rights of Persons with Disabilities Act, 2016.

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

The Company is committed to creating a diverse and inclusive workplace, offering equal opportunities to all employees, including those with disabilities. Through various processes and policies, the company supports their professional development and well-being.

**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	100%	0%	-	-
<b>Total</b>	<b>100%</b>	<b>0%</b>	-	-

**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. The company has implemented Toolbox Text (TBT) sessions, complaint boxes and suggestion boxes to address and resolve grievances from employees and workers across all operations.
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 2024			FY 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	590	235	40%	576	212	37%
Male	553	219	40%	546	202	37%
Female	37	16	43%	30	10	33%
Total Permanent Worker	150	46	31%	166	46	28%
Male	150	46	31%	166	46	28%
Female	0	0	0	0	0	0

## 8. Details of training given to employees and workers:

Category	FY 2024				FY 2023					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	553	549	99%	211	38%	546	546	100%	546	100%
Female	37	34	92%	11	30%	30	30	100%	30	100%
<b>Total</b>	<b>590</b>	<b>583</b>	<b>99%</b>	<b>222</b>	<b>38%</b>	<b>576</b>	<b>576</b>	<b>100%</b>	<b>576</b>	<b>100%</b>
<b>Workers</b>										
Male	1621	1400	86%	465	29%	1607	1607	100%	1607	100%
Female	4	4	100%	0	0%	1	1	100%	1	100%
<b>Total</b>	<b>1625</b>	<b>1404</b>	<b>86%</b>	<b>465</b>	<b>29%</b>	<b>1608</b>	<b>1608</b>	<b>100%</b>	<b>1608</b>	<b>100%</b>

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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	553	553	100%	546	546	100%
Female	37	37	100%	30	30	100%
<b>Total</b>	<b>590</b>	<b>590</b>	<b>100%</b>	<b>576</b>	<b>576</b>	<b>100%</b>
<b>Workers</b>						
Male	1621	1621	100%	1607	1607	100%
Female	4	4	100%	1	1	100%
<b>Total</b>	<b>1625</b>	<b>1625</b>	<b>100%</b>	<b>1608</b>	<b>1608</b>	<b>100%</b>

## 10. Health and safety management system:

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

Yes, The Company places a high priority on fostering a culture of safety and well-being for employees and stakeholders. To protect workers from potential work-related injuries, a comprehensive Occupational Health and Safety (OHS) management system has been implemented across all operations, ensuring a safe and healthy workplace for everyone.

- 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 health and safety policy includes a dynamic process to identify and assess safety risks and work-related hazards regularly. Routine activities utilize the Hazard Identification and Risk Management (HIRA) system for daily monitoring and observation. Non-routine activities require a permit system to ensure thorough assessments and necessary precautions are taken.

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

Yes, The Company has a comprehensive safety and hazard incident reporting and management system where potential workplace hazards are promptly reported and resolved. Workers can use various systems to report safety concerns, including the Near Miss reporting system, the Safety Committee, and the Daily reporting system (UA/UC).





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

Yes, The Company ensures access to non-occupational healthcare services and partners with hospitals for medical assistance in the event of work-related accidents or injuries. Employees and their families are given health cards and insurance coverage, and a dedicated medical center with doctors is available for routine care.

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

Safety Incident/Number	Category	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.59
	Workers	0	
Total recordable work-related injuries	Employees	0	1
	Workers	2	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Ensuring health and safety is central to the Company's philosophy. The Company implements various programs to prevent accidents, illnesses, and injuries, including:

- Shop floor and classroom training to raise employee awareness.
- Regular evacuation drills, mock drills, and workplace monitoring.
- Integration of the ERP system with the Emergency Response Team (ERT) for prompt emergency response. For more details, refer to Principle 3.

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	-	-	Nil	-	-
Health & Safety	Nil	-	-	Nil	-	-

14. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0
Working Conditions	0

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

Not Applicable

## Leadership Indicators

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

Yes, the Company provides a Group Personal Accident (GPA) insurance policy for employees and workers in the event of death.

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

The Company conducts monthly reviews of Wage Registers and PF Contributions provided by personnel suppliers. Prompt actions are taken to expedite GST filings by Material Suppliers if payments are not made or reflected on the GST Portal. The finance department closely monitors vendors' statutory dues, including GST payments, through government websites. Vendors are notified via email to ensure timely payments; legal actions are initiated as needed for non-responsive vendors.

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:

Not Applicable as there were no high consequence work-related injury/ill-health/fatalities.

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil, the Company expects all its value chain partners like suppliers and contractors to
Working Conditions	adhere to various regulatory requirements including safety laws and labour conditions

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: Business 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 has established clear processes to identify key stakeholder groups directly affected by its operations. Comprehensive mapping exercises prioritize stakeholders—including employees, customers, investors, suppliers, regulators, local communities, and NGOs—based on their impact on daily operations. Various communication channels, as detailed in Question 2, facilitate engagement. The Stakeholder and Relationship Committee ensures effective self-regulation to safeguard stakeholders' interests. By incorporating stakeholders' perspectives, the Company makes informed decisions and develops strategies that align with their interests, promoting transparency and trust.



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
Shareholders	No	Email, Newspaper, Advertisement, Website, Investor Calls	Monthly/quarterly/ annually / event-based	Business performance, Financial Results, Statutory requirements and compliances, etc
Employees	No	Email, SMS, Pamphlets, Notice Board, Website, face to face meetings	Regularly / From time to time	Policies, Business Objectives, Achievements, awards, employee engagement, wellbeing and training initiatives.
Customers	No	Email, SMS, Newspaper, Brochures, Advertisement, Website	Regularly / From time to time	New product development, Product Safety and Quality, Service Offerings
Suppliers	No	Email, SMS, Newspaper, Advertisement, Website	Regularly / From time to time	Raw Material requirements, Product Quality, Supplier Compliance
Local Communities	No	Focussed Group Discussions, One -to-One Meeting	Need Based	Community development programmes
Government	No	Email, Regulatory Compliance documents, prescribed Form filings and reporting	Regularly / From time to time	Regulatory filings, Compliances, Requisite approvals, etc
Banks/ Financial Institutions	No	Email, Website	Regularly / From time to time	Banking requirements, compliances, etc.

**Leadership Indicator**

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 ensures transparency in addressing stakeholder concerns through its Stakeholders' Relationship Committee and other committees, including Audit, Nomination and Remuneration, Risk Management, and Corporate Social Responsibility. These committees regularly review stakeholder concerns related to economic, environmental, and social issues, and the Company shares its policies and actions for feedback. Insights from these consultations are integral to shaping strategy, business objectives, and informed decision-making.

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.

No

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

The Company prioritizes resolving community grievances and concerns and promotes the well-being of marginalized and vulnerable groups through its CSR initiatives.

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	590	590	100%	576	576	100%
Other than permanent	0	0	100%	0	0	0
<b>Total Employees</b>	<b>590</b>	<b>590</b>	<b>100%</b>	<b>576</b>	<b>576</b>	<b>100%</b>
<b>Workers</b>						
Permanent	150	150	100%	166	166	100%
Other than permanent	1475	1475	100%	1442	1442	100%
<b>Total Workers</b>	<b>1625</b>	<b>1625</b>	<b>100%</b>	<b>1608</b>	<b>1608</b>	<b>100%</b>

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

Category	FY 2024					FY 2023				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	553	11	2%	542	98%	546	21	4%	525	96%
Female	37	3	8%	34	92%	30	4	13%	26	87%
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	150	8	5%	142	95%	166	12	7%	154	93%
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>										
Male	1517	593	39%	863	57%	1441	419	29%	1022	71%
Female	4	2	50%	2	50%	1	0	0	1	100%



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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	66,00,000	0	-
Key Managerial Personnel	5	68,50,000	0	-
Employees other than BoD and KMP	693	3,26,466	45	2,55,420
Workers	165	2,20,923	0	0

\*KMP includes Managing Director and 2 executive directors which are also covered under the category of BoD.

\* Under the category of BOD, only 3 directors are considered for the calculation who are drawing remuneration (Directors who are drawing sitting fees are not included).

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	3.28%	3.08%

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

Yes. The HR department is tasked with resolving employee grievances in a fair and transparent manner, ensuring strict adherence to human rights guidelines and standards throughout the organization. Employees can use suggestion boxes available in all units to submit their grievances.

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

Yes. The Company has a robust internal mechanism for resolving grievances, including those related to human rights issues. All workforce grievances are addressed transparently through the structured approach set by management.

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	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 complaint in discrimination and harassment cases.**

The Company adheres to strict policies and guidelines to prevent discrimination and promote an inclusive environment with equal opportunities for all employees and workers. It emphasizes gender equality and prohibits discrimination based on sex, color, race, ethnicity, and similar factors. Employees are encouraged to report concerns freely, without fear of retaliation or disadvantage. Confidentiality is maintained as needed during the resolution process, underscoring our dedication to a safe and supportive environment for open communication.

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

Yes, Human rights requirements form a part of the company's business agreements and contracts.

**10. Assessment 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%
Others-please specify	-

**11. Provide details of any corrective actions taken or underway to address significant risks/ concerning 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.**

By upholding basic human rights standards in its business practices, the Company has responsibly managed its operations, avoiding the need for any process modifications due to human rights grievances or complaints.

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

The Company periodically conducts audits to ensure responsible business conduct, ensuring the absence of child labour, forced labour, discrimination, or unsafe working conditions. For more details on the scope and coverage of human rights due diligence, please refer to Principle 3 and Principle 5.

**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?**

The Company ensures that all its premises and offices are accessible to differently abled employees and workers, in accordance with 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
Child labour	Nil, the Company expects all its vendors, suppliers and other value chain partners to comply with ethical standards, labour laws, safety laws, human rights for continued engagement with the Company
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	



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

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	Unit	FY 2024	FY 2023
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	7013.29	3285.50
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)		-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>7013.29</b>	<b>3285.50</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	64627.67	71445.75
Total fuel consumption (E)	GJ	39857.32	48758.18*
Energy consumption through other sources (F)	GJ		-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>104484.99</b>	<b>120203.93*</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>111498.28</b>	<b>123489.42*</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/INR	1.89	1.90
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/ rupee turnover adjusted for PPP	42.28	42.15
Energy intensity in terms of physical output	GJ/unit of equipment produced	48.45	47.60

\* Figures for FY 2023 have been restated for fuel consumption under non-renewable sources as the revised approach is taken for categorisation of fuel and to maintain comparability & uniformity in reporting.

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.

Not Applicable

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

Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	3863	3826
(ii) Ground Water	7247	5135
(iii) Third Party Water	0	Nil
(iv) Seawater / desalinated water	0	Nil
(v) Others		Nil

Parameter	FY 2024	FY 2023
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	11110	8961
<b>Total volume of water consumption (in kilolitres)</b>	11110	8961
<b>Water intensity per rupee of turnover</b> (Total Water consumption / Revenue from operations)	0.18	0.14
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP)	4.21	3.05
Water intensity in terms of physical output (per equipment produced)	7.48	7.30

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 2024	FY 2023
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i) To surface water	Nil	Nil
- No treatment		
- With treatment-please specify level of treatment		
ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment-please specify level of treatment		
iii) To Seawater	Nil	Nil
- No treatment		
- With treatment-please specify level of treatment		
iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment-please specify level of treatment		
v) Others	Nil	Nil
- No treatment		
- With treatment-please specify level of treatment		
<b>Total water discharge (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>

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

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

All three units of the Company have Zero Liquid Discharge plants, recycling all wastewater from operations with no liquid discharge. The Company also manages domestic wastewater through a septic system.

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

The Company will report air emission related parameters from next reporting cycle.

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.

Not Applicable





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

Parameter	Unit	FY 2024	FY 2023
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	2672.42	2883.27*
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	14541.49	16075.29
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<b>MT CO<sub>2</sub> equivalent/ INR</b>	0.29	0.29*
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<b>MT CO<sub>2</sub> equivalent/ rupee of turnover adjusted for PPP</b>	6.52	6.47
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	<b>MT CO<sub>2</sub> equivalent/ unit of equipment produced</b>	7.48	7.30

\*Figures for FY 2023 have been restated as revised approach for fuel categorisation is taken.

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.

Not Applicable

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

Parameter	FY 2024	FY 2023
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Metal scrap + Solid waste)	537.99	637.66*
<b>Total (A+B + C + D + E + F + G + H)</b>	537.99	637.66*
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.009	0.009
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.20	0.21
Waste intensity in terms of physical output	0.23	0.24
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i) Recycled	537.18	636.55
ii) Re-used	0.81	1.11
iii) Other recovery operations	-	-
<b>Total</b>	<b>537.99</b>	<b>637.66</b>

Parameter	FY 2024	FY 2023
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
i) Incineration	-	-
ii) Landfilling	-	-
iii) Other disposal operations	-	-
<b>Total</b>	-	-

\* The numbers for FY 2022-23 are restated due to miscalculations resulting from an error in the unit of measurement.

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.

There is no generation of hazardous and toxic chemical waste at HLE.

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:

None of the entities/offices are located in/around the ecologically sensitive areas.

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

HLE has not undertaken any EIA in the current reporting year.

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. In FY 2024, the entity adhered to all relevant environmental laws and regulations, and there were no recorded instances of non-compliance.

### Leadership Indicators

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

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

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

Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kilolitres)</b>		
i) Surface Water	Nil	Nil
ii) Ground Water	Nil	Nil
iii) Third Party Water	Nil	Nil
iv) Seawater / desalinated water	Nil	Nil
v) Others	Nil	Nil



Parameter	FY 2024	FY 2023
Total volume of water withdrawal (in kilolitres)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
ii) Into Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
iii) Into Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	Nil	Nil

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

No

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

The Company will report on Scope 3 emissions from next reporting cycle.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Conservation	Enhancing the utilization of renewable energy resources with dedicated cell monitoring the generation and utilization and reducing reliance on grid electricity	The initiative helped to achieve 9.5% reduction in grid electricity consumption.
2.	Energy Conservation	Reducing GHG emissions by improving energy efficiency at the Plant.	This resulted into 9.2% reduction in total GHG emissions (Scope 1+Scope 2).
3.	Energy Conservation	Installation of timer in shed lights, pumps and MGVCL line HT modification	This led to significant saving of energy cost and reducing environmental impacts.
4.	Technology Absorption, Adaption and Innovation	Installation of auto rotators	This initiative helped to achieve enhanced efficiency in the operational cycle .
5.	Technology Absorption, Adaption and Innovation	Implementation of smart automation in the products, viz. ANF & ANFD	This initiative helped to achieve high efficiency and human error free performance

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

The Company places high importance on business continuity and disaster management within its risk strategy. It has put in place a detailed plan to maintain critical business operations without interruption during emergencies. Regular mock and fire drills are conducted to test internal systems and inform employees and stakeholders about emergency procedures. The Company has also created processes and plans focused on preparedness, response, and recovery from disruptive events.

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.

There are no substantial adverse impacts on the environment resulting from the entity's value chain.

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

Nil

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

**Essential Indicators**

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

None

- 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.

Not Applicable

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.

Not Applicable as there were no instances of competitive behaviour exhibited by the Company.



## Leadership Indicators

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

Not Applicable

## 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

None. The Company has not conducted any Social Impact Assessments in the reporting year.

2. 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 as there are no ongoing Rehabilitation and Resettlement activity undertaken by the company.

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

The Company has a robust grievance redressal mechanism that includes channels for complaints and feedback to address concerns from all stakeholders, including the community. It values strong relationships with the community and recognizes their crucial role as stakeholders.

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

	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	44.00%	34.67%
Directly from within India	53.00%	51.55%

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 2024	FY 2023
Rural	40.92%	48.95%
Semi-urban	6.51%	4.615%
Urban	-	-
Metropolitan	52.57%	46.44%

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

## Leadership Indicators

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

Not Applicable

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Gujarat	Surat	1,00,71,000
2	Gujarat	Navsari	31,36,290
3	Gujarat	Bardoli	60,00,000
4	Gujarat	Dahej	99,225
5	Gujarat	Ankleshwar	1,00,000
6	Maharashtra	Mumbai	13,86,132

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable group? (Yes/ No)  
No
- b. From which marginalized /vulnerable groups do you procure?  
Not Applicable
- c. What percentage of total procurement (by value) does it constitute?  
Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Donation for promoting Education, Art & Culture	1292	100%
2	Donation for eradicating Hunger, Poverty and Malnutrition	110	100%
3	Expense for Healthcare Services to the society	2743	100%

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

### Essential indicators

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

The Company focuses on promptly resolving customer complaints and feedback. Its dedicated sales and service teams handle complaints from email, phone, and other channels, investigating each issue thoroughly to achieve optimal resolutions and ensure customer satisfaction.

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	Nil



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

	FY 2024		Remarks	FY 2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	144	0		167*	0	

\*The number of complaints for FY 2023 in other category has been restated as revised categorization is considered.

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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.

While the Company operates exclusively in the B2B sector and does not sell products online, we are deeply committed to protecting customer data from potential breaches and cyber threats. Our advanced and robust systems are specifically designed to ensure the highest standards of data 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.

Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- Impact, if any, of the data breaches: Not Applicable

**Leadership Indicators**

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

Information about the Company's products and services can be accessed at [www.hleglascoat.com](http://www.hleglascoat.com).

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

The Company offers a customer care program tailored to requests, providing Do's & Don'ts and essential technical information. Additionally, customers receive an installation and service manual with their equipment. The Company is dedicated to delivering sustainable, high-quality products and valuable customer service.

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

The Company diligently informs customers about potential disruptions or discontinuations, ensuring they have the information needed to minimize any losses. This focus on transparent communication upholds the interests of our valued customers. Mail communication, meetings and calls can be used as channel of communication depending upon feasibility and situation.

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

Yes. The Company provides detailed product information in instructions and manuals, including equipment capacity, unique equipment number, pressure and temperature ratings, customer PO number, and tag number, all specified on the nameplate. Additionally, the Company regularly conducts customer satisfaction and feedback surveys to enhance service delivery.