



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L40109TG1986PLC006745
2. Name of the Listed Entity	HBL Power Systems Limited
3. Year of Incorporation	1986
4. Registered office address	No. 8-2-601, Road No.10, Banjara Hills, Hyderabad- 500 034, Telangana, India.
5. Corporate address	No. 8-2-601, Road No.10, Banjara Hills, Hyderabad- 500 034, Telangana, India.
6. E-mail	contact@hbl.in; investor@hbl.in
7. Telephone	+040-23355575
8. Website	https://hbl.in/
9. Financial year for which reporting is being done	FY 2022-23
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited(NSE), BSE Limited (BSE)
11. Paid-up Capital	₹ 27,71,94,946
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	E Sairam (CFO), Email – <a href="mailto:sairam.e@hbl.in">sairam.e@hbl.in</a> Telephone - 04066167777
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)	The disclosures under this report are made on Standalone basis.

### II. Products/services

#### 14. 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	Batteries	86.68%
2.	Manufacturing	Electronics	10.88%

#### 15. 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	<ul style="list-style-type: none"> <li>Lead Acid Batteries</li> <li>Nickel Cadmium Batteries</li> <li>Defense Batteries</li> </ul>	27201	86.68%
2	<ul style="list-style-type: none"> <li>Chargers</li> <li>Railway Electronics</li> <li>TMS / TCAS (KAVACH)</li> </ul>	28299	10.88%



### III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	22	29
International	0	0	0

#### 17. Markets served by the entity:

##### a. Number of locations

Location	Number
National (No. of States and Union Territories)	36
International (No. of Countries)	46

**b. What is the contribution of exports as a percentage of total turnover of the entity?** 15.44 %

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

HBL provides battery and engineering solutions and services to many of the world's leading system integrators, EPC's, railway, aviation and defense sector. We also enjoy long-term relationships with Government customers in India including the Indian Airforce, Indian Navy and MOD labs. HBL has enjoyed a long-term strategic relationship with Indian Railways where we have gained certification to deploy safety critical systems.

We are committed to evolve and serve our customers by providing innovative solutions to satisfy the changing and demanding needs. We have regional support offices in the EU and USA to ensure we can support our customers on a timely basis and that we can fully understand their technical and business environment.

### IV. Employees

#### 18. Details as at the end of Financial Year i.e.

##### a. Employees (including differently abled):

S. No.	Particulars	Total		Male (%)		Female (%)		Other (%)	
		Nos		Nos	%	Nos	%	Nos	%
1	Permanent	1720		1623	94	97	6	0	0
2	Other than Permanent	0		0		0		0	
3	Total	1720		1623	94	97	6	0	0
<b>Differently abled Employees:</b>									
1	Permanent	12		12	100	0		0	
2	Other than Permanent	0		0		0			0
3	Total	12		12	100	0			0


**b. Categories of workmen (including differently abled):**

S. No.	Particulars	Total No. of Workmen		Male (%)		Female (%)		Other (%)	
		No.	%	No.	%	No.	%		
1	Permanent	The company does not have any workmen on its rolls.							
a.	Unskilled								
b.	Semi-skilled								
c.	Skilled								
d.	Highly Skilled								
2	Other than Permanent#								
a.	Unskilled	2145	NA		NA		NA		NA
b.	Semi-skilled	803	NA		NA		NA		NA
c.	Skilled	416	NA		NA		NA		NA
d.	Highly Skilled	118	NA		NA		NA		NA
	<b>Total</b>	<b>3482</b>	<b>NA</b>		<b>NA</b>		<b>NA</b>		<b>NA</b>

# The company does not have any workmen on its rolls, the above data is in respect of workmen hired through sub-contract.

**19. Participation/inclusion/representation of women**

	Total	No. of Females (including differently abled)		No. of Females who are differently abled persons	
		No.	%	No.	%
Board of Directors	7	3	42.86%	0	-
Key Management Personnel	3	0	0.00%	0	-

\* Key Management Personnel includes Chief Financial Officer and above

**20. Turnover rate for permanent employees and Workers**

	FY '23 (Turnover rate)			FY '22 (Turnover rate)			FY '21 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.8 %	1.8 %	15.6 %	12.00%	1.98%	13.98%	14.30%	1.98%	16.28%
Permanent Workers#	NA	NA	NA	NA	NA	NA	NA	NA	NA

# The company does not have any workers on its rolls.

**V. Holding, subsidiary and associate companies (including joint venture)**
**21. a. Name of the holding / subsidiary / associate companies / joint ventures (A) –**

Please refer to Form AOC-1 annexed to the Financial Statements for the above information.

The Company's subsidiaries and associate company do not participate in its Business Responsibility initiatives.

**VI. CSR details**
**22. Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes**

- i. Turnover: ₹13,4974.91 Lakhs
- ii. Net worth: ₹95571.98 Lakhs



## VII. Transparency and Disclosures Compliances

### 23. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY ' 23			FY ' 22		
		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 <a href="http://www.hbl.in/contactus.html">http://www.hbl.in/contactus.html</a>	0	0		0	0	
Investors (other than shareholders)	NA	NA	NA	NIL	NA	NA	NIL
Shareholders#	Yes <a href="https://hbl.in/reports/Contact-information.pdf">https://hbl.in/reports/Contact-information.pdf</a>	0	0		0	0	
Employees and workers	Yes	0	1		0	1	
Customers	Yes <a href="http://www.hblbatteries.com/">http://www.hblbatteries.com/</a>	0	4		0	4	
Value Chain Partners	Yes <a href="http://www.hbl.in/contactus.html">http://www.hbl.in/contactus.html</a>	0	2		0	2	

# The above table only includes complaints/grievances lodged officially with the company or on the SEBI website. The company has a mechanism in place to address the general concerns of information and queries of its shareholders.

### 24. 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	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
1.	Disaster recovery	Risk	<ul style="list-style-type: none"> <li>Business interruption due to natural calamities like earthquakes, cyclones, floods, etc.</li> <li>Inadequate disaster recovery planning</li> <li>Business Interruption due to pandemics.</li> </ul>	<ol style="list-style-type: none"> <li>Adequate protection against calamities including appropriate insurance.</li> <li>Introduced additional mitigation to overcome interruptions due to pandemic situations.</li> <li>Speed to market</li> </ol>	Disruption to business operations lead to negative financial implication



S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
2.	Health, safety and environment	Risk	<ul style="list-style-type: none"> <li>Non-compliance with safety measures by employees</li> <li>Non-awareness of hazardous nature of chemicals</li> </ul>	<ol style="list-style-type: none"> <li>Strict adherence to prescribed health and safety norms.</li> <li>Focus on reducing the generation of effluent and arresting at the source</li> <li>Detailed SOP, employee training &amp; adherence followed strictly</li> <li>Medical check-up as per Govt. Regulations</li> </ol>	Incidents impact employee morale and business reputation leading to negative financial implication
3.	Climate change	Opportunity	The potential carbon routes for reducing GHG emissions offer distinct operational and energy supply opportunities	<ol style="list-style-type: none"> <li>Clean energy integration in existing electric networks</li> <li>Investment of capital in assets that will increase fuel efficiency and reduce emissions.</li> </ol>	Initiatives taken around climate change has a positive implication towards business
4.	Intellectual property	Risk	<ul style="list-style-type: none"> <li>Leakage of confidential information</li> <li>IP rights clashes can happen in collaborative research projects</li> <li>IP infringement actions from outside firms</li> </ul>	<ol style="list-style-type: none"> <li>IPR filing</li> <li>Regular awareness sessions</li> <li>Consultation with experienced attorneys</li> <li>Data exchange with vendors/customer only through secured mode</li> <li>Focus on system security and data integrity.</li> </ol>	Impacts the brand reputation in the industry thereby leading to financial loss
5.	Innovation	Risk	Risk of better solutions that meet new requirements, technological advancements, upgradation or existing market needs	<ol style="list-style-type: none"> <li>Structured technology development projects</li> <li>New focus areas are identified to develop future capability needs</li> </ol>	Innovation in the industry may impact the business negatively if not considered immediately
6.	Training and education	Opportunity	Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury	<ol style="list-style-type: none"> <li>Providing a needs-based and innovative range of training courses, notably in forward-thinking fields of expertise like digitalization</li> <li>Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company</li> </ol>	Consistent efforts would lead to positive impact due to improvement in productivity, reduction in defects, etc.



S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
7.	Maintenance	Risk	Risk of sub-optimal maintenance plan due to inadequate reporting systems resulting in un-economical maintenance costs	A detailed analysis of the reporting systems and their impact on maintenance planning is conducted. This also involves enhancing data collection processes, and ensuring that maintenance decisions are based on accurate and up-to-date information.	Financial losses due to operational disruptions, increased maintenance expenses, and potential penalties for not meeting contractual obligations.
8.	Data protection	Risk	<ul style="list-style-type: none"> <li>Risk of confidential data leakage via USB drives/flash drives</li> <li>Exposure of Company data because of work from home and access to respective data</li> </ul>	<ol style="list-style-type: none"> <li>All privileged system access are reviewed periodically &amp; data leakage prevention (DLP) system are implemented at these equipment</li> <li>Restricted data access control &amp; VPN access for work from home activities</li> </ol>	Impacts the brand reputation in the industry thereby leading to financial loss
9.	Pollution free environment	Risk	Failure to provide a safe working environment exposes HBL to compensation liabilities, sub-optimal productivity, loss of business reputation and other costs	<ol style="list-style-type: none"> <li>All the necessary pollution control norms for air, noise etc. are followed</li> <li>Disposal of hazardous waste is monitored within permissible limits</li> </ol>	Incidents impact business reputation leading to negative financial implication
10.	Sustained performance & quality	Risk	<ul style="list-style-type: none"> <li>Risk of customer being lost, in course of business</li> <li>Dissatisfaction amongst the customer due to lack of attention, focus, etc.</li> </ul>	<ol style="list-style-type: none"> <li>Enhancing customer satisfaction through timely deliveries with minimal complaints.</li> <li>Coefficient - alignment in strategies, partner of choice</li> <li>Providing end to end solutions, business model</li> </ol>	Impacts the brand reputation in the industry thereby leading to financial loss
11.	Brand risk/reputation	Risk	<ul style="list-style-type: none"> <li>Risk of threat or danger to the name or standing of business or entity</li> <li>Actions involving the Company directly or indirectly may damage the brand name</li> </ul>	<ol style="list-style-type: none"> <li>Worldwide brand-building activities are an ongoing process</li> <li>Participation in exhibition and trade fairs</li> <li>Good reputation and relations with major trade companies</li> </ol>	Impacts the brand reputation in the industry thereby leading to financial loss



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	Policies on HR, ISO, CSR, Insider Trading, Related Party etc. are available on links such as: <a href="https://hbl.in/Vision-Mission.html">https://hbl.in/Vision-Mission.html</a> <a href="https://hbl.in/External-Provider-Code-of-Conduct-HBLR2.pdf">https://hbl.in/External-Provider-Code-of-Conduct-HBLR2.pdf</a> <a href="https://hbl.in/reports/HBL-Policies.pdf">https://hbl.in/reports/HBL-Policies.pdf</a> <a href="http://cs.hbl.in/docs/batteries/lead/dosdonts.pdf">http://cs.hbl.in/docs/batteries/lead/dosdonts.pdf</a> <a href="https://hbl.in/general-terms-and-conditions-03052021.pdf">https://hbl.in/general-terms-and-conditions-03052021.pdf</a> <a href="https://hbl.in/Investors.html">https://hbl.in/Investors.html</a> <a href="https://hbl.in/Environment.html">https://hbl.in/Environment.html</a> <a href="https://hbl.in/Corporate-Social-Responsibility.html">https://hbl.in/Corporate-Social-Responsibility.html</a> <a href="http://cs.hbl.in/nologinmsourcontacts.asp">http://cs.hbl.in/nologinmsourcontacts.asp</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name the national and international codes/ certifications/ labels/ standards	Ya	Yb	Yc	Yd	Ye	Y	Y	Y	Y

Company has obtained 9 certifications under national and international codes/ certifications/ labels/standards

- a. HBL Code of conduct
- b. Quality systems -
  - Shamirpet campus is the only NABL accredited laboratory in India (as per ISO 17025) with the facility and capability of testing all the applicable tests of IEC 60623: 2017, IEC 62259: 2003, IEC 60896:2004 and IEC 61427:2013IATF 16949:2016.
  - ISO 9001-2015, ISO14001-2015, ISO 45001-2018, and ISO 22163-2017 – IRIS- Rev 3 (Railway business) and AS 9100D (Aviation, Space and Defence Organisations)
  - HBL's TCAS system is certified for SIL4 by ItalCertifer, a European safety assessment agency, empaneled by RDSO in India.
  - HBLs TMS System is certified for SIL2 by Bureau Veritas Spain.



c. ISO 45001:2018 (Environment Management System Certification), CPCB certificate No. 452686543742529144

5. Specific commitments, goals, targets set by the entity with defined timelines, if any.	Roadmap with specific goals and targets are under development. Once they are in place, respective milestones and timelines would be setup and monitored for their progress.
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	HBL Power Systems Limited ESG Roadmap with specific commitments, goals and targets is under development. This would be published after approval from Board's ESG Committee and measured in the coming year.

### GOVERNANCE, LEADERSHIP AND OVERSIGHT

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

"ESG Committee at the board level oversees the ESG / Sustainability initiatives of the company. Roadmap with specific goals and targets are under development. Once they are in place, implementation of actions would be monitored for their progress and updates shared with all the stakeholders on a periodical basis."

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The ESG Committee aims to continuously evaluate the Company's social, environmental, governance, and economic obligations.
9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The ESG Committee is set up on August 11, 2023, with the aim of continuously evaluating the Company's social, environmental, governance, and economic obligations. Further details regarding the ESG Committee are provided in the Director's Report section in the Annual Report.

### 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)
	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9
Performance against above policies and follow-up action	The ESG Committee reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and required policy and procedure adjustments are adopted.	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all legal responsibilities that are relevant to the principles, and in case of any non-compliances, the ESG committee looks into and rectifies the issues.	Annually

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

Yes. The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through Internal Audit mechanism. Bureau Veritas Industrial Services is the agency that carries out these assessments.

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

Not applicable as all principles are covered by respective policies







## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

#The disclosures made in the following principles have been compiled based on the data for 3 manufacturing locations that contribute to 79.19% of the turnover of the Company.

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

#### ESSENTIAL INDICATORS

- 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 & Key Managerial Personnel (KMP)	3	ESG / Sustainability initiatives of the company	90
Employees other than Board of Directors or KMPs	40	Health, Safety and Skill Upgradation programs, Awareness on OHSAS 45001:2015,QMS (ISO 9001:2015),EMS (ISO 14001:2015),Total Quality Management ( TQM)	41
Workers		The company does not have any workers on its rolls.	

Note: KMPs include Chief Financial Officer and above.

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

No fines/penalties/punishment/award/compounding fees/settlement amount were paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year.

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

Not Applicable

- 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, HBL has zero tolerance for any form of corruption or bribery, and has an Anti-Corruption and Anti Bribery Policy which commands strict actions against anyone caught engaging in such unethical behaviour. The policy applies to all employees of the Company, its subsidiaries, joint ventures, and affiliates at all levels and in all locations around the world. In every sector of action, all employees are required to act with the utmost honesty. All of the Company’s facilities must adhere to a variety of anti-bribery and anti-corruption laws and regulations. All agents, suppliers, contractors, and business partners are informed of the Company’s zero- tolerance policy to bribery and corruption during the commencement of the Company’s business engagement with them.

Wherever it operates, the Company maintains the highest standards and does not tolerate bribery or corruption. The policy can be accessed at <https://hbl.in/general-terms-and-conditions-03052021.pdf> and <https://hbl.in/External-Provider-Code-of-Conduct-HBLR2.pdf>

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



No disciplinary action was taken by any law enforcement agency against any of the Company's Directors, KMPs, employees, or workers for the charges of bribery or corruption.

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

No complaints with regard to conflict of interest in the reporting period.

7. Provide details of any corrective action taken or under way 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.

**LEADERSHIP INDICATORS**

i. Awareness programs conducted for value chain partners on any of the principles during the financial year.

NIL

ii. 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, HBL has processes in place to avoid/manage conflict of interests involving members of the board and it is as per the Terms of Appointment of Directors to Board. The Company's Code of Conduct states that the Board members and Senior Management of the Company are needed to abstain themselves from discussion, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest.

**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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	1.12	0.92	Procurement of new equipment for pollution control like scrubber, installation of the chimney for fume extraction at Vizianagaram and Shameerpet. Projects for safety of employee and community, climate change, circularity harnessing solar energy into electricity

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

Yes, the company has developed a supplier sustainability process for vendor selection. This includes various principles and guidelines viz., safety, health and environmental policy, legal compliance, adherence to ISO certification etc., The company has started carrying out a sustainability assessment of its key suppliers and communicates areas of further improvements to reinforce sustainability principles.

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

Around 30%

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.

At our manufacturing units, we prioritize the safe and responsible disposal of waste, including both hazardous and nonhazardous materials.

Plastic waste – it has been categorised into two types – 1. Scrap generated during the process; 2. Material received from the customers as part of buyback policy (used/life expired batteries). The plastic waste has been reprocessed as per the SOP and the same is used as raw material for manufacturing of plastic containers.

E Waste – all e waste generated is hand over to certified vendors for safe disposal.





Hazardous waste – Hazardous waste is categorised as per the Rules and is sent to authorised recyclers approved by PCB.

HBL is also having internal recycling facility approved by PCB for recycling of Nickel cadmium/Lead Acid/Silver zinc batteries.

Non hazardous waste – The non-hazardous waste like paper, food waste, packaging waste, wooden waste etc., are disposed through recyclers/for cattle feeding.

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.

However, EPR is applicable from FY 23-24 and our waste collection plan is in line with the Extended Producer Responsibility. HBL is certified by CPCB as register registered producer vide certificate No. 452686543742529144 dated 10/06/2023.

### LEADERSHIP INDICATORS

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
27201	Nickel Cadmium Pocket Plate Battery	12.04%	Cradle to Gate	Yes	No
27201	Lead Acid Battery	39.68%	Cradle to Gate	Yes	No

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

Name of Product / Service	Description of the risk / concern	Action Taken
Nickel Cadmium Pocket Plate Battery	We have conducted the cradle-to-gate life cycle GHG impact assessment of both products. We have estimated the emission of GHGs during the extraction of raw materials, transportation and usage phase, but no significant risk/concern has been identified.	In house recycling facility available
Lead Acid Battery		In house recycling facility available.

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 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lead (SMB)	8.90%	5.70%
Nickel	11.69%	10.50%
Cadmium	4.14%	0.25%

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 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	138.50 Tons	0	0	114.30 MT	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0.60 MT	0	0	0
Other waste	0	0	1.80 MT (Waste Oil)	0	0	2.66 MT (Waste Oil)

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
NOT APPLICABLE	

### 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 % Of employees covered by

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT EMPLOYEES</b>											
Male	921	921	100	921	100	0	0	-	-	0	0
Female	49	49	100	49	100	49	100	-	-	49	100
<b>Total</b>	<b>970</b>	<b>970</b>	<b>100</b>	<b>970</b>	<b>100</b>	<b>49</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>49</b>	<b>100</b>

#### OTHER THAN PERMANENT EMPLOYEES – N.A.

- b. Details of measures for the well-being of workers % Of workers covered by#

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)

#### PERMANENT WORKERS – N.A

#### OTHER THAN PERMANENT WORKERS – N.A.

#The company does not have any workers on its rolls.

2. Details of retirement benefits for the current and previous financial year

All benefits as per various employment acts are given to employees

Benefits	FY '23			FY '22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers#	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	95	0	Y	95	0	Y
ESI	100	100	Y	100	100	Y

#The company does not have any workers on its rolls. The data in the table above is reported based on the companies policy of ensuring that the sub-contractors for provision labour / workmen must comply with the requirements of PF and ESI.



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 various locations, including the offices/premises have been equipped with ramps, lifts, and handrails for stairwells to facilitate the movement of differently abled individuals. Thus, Company's premises has been made access friendly.

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.

HBL provides equal employment opportunities, without any discrimination on the grounds of age, colour, disability, marital status, nationality, race, religion, sex, sexual orientation. The Company strives to maintain a work environment that is free from any harassment based on above considerations. This Equal Opportunities Policy is subject to applicable regulations, qualifications and merit of the individual.

The policy is available on <https://hbl.in/reports/HBL-Policies.pdf>.

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

Gender	Permanent employees		Permanent Workers#	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	-	-
Female	98%	100%	-	-
Total	98%	100%	-	-

#The company does not have any workers on its rolls.

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	
Other than Permanent Workers	
Permanent Employees	Yes
Other than Permanent Employees	

The Company has a Grievance Policy to give its employees a way to voice their concerns arising from employment. The Policy ensures that such grievances are handled quickly, in a fair and impartial manner by a Grievance Committee and in compliance with the Organization's other policies. This comprises employee concerns about a supervisor's, another employee's, or Management's behavior, inaction, or proposed action in relation to them.

According to the policy's grievance redress system, the first step in resolving any problem is to communicate openly. An employee should seek informal resolution of any concern with his or her immediate supervisor first. If such informal dialogue fails to resolve the issue, and the employee believes his or her complaint has progressed to the level of a grievance, the employee may file a formal grievance as stated in this policy in order to seek a fair resolution.

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

EMPLOYEES - NIL

WORKERS - NIL

8. Details of training given to employees and workers

Category	Total (A)	Financial Year 2023				Total (D)	Financial Year 2022			
		On health and safety/wellness measures		On skill upgradation			On health and safety/wellness measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
Male	921	381	41	295	32	828	374	45	284	34
Female	49	18	36	16	32	51	17	33	14	27
<b>Total</b>	<b>970</b>	<b>399</b>	<b>41</b>	<b>311</b>	<b>32</b>	<b>879</b>	<b>391</b>	<b>44</b>	<b>298</b>	<b>33</b>

**WORKERS - N.A. #**

#The company does not have any workers on its rolls but is setting up a process for capturing the relevant details for workers deployed by labour contractors.



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

Category	FY'23			FY'22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	921	921	100	828	828	100
Female	49	49	100	51	51	100
<b>Total</b>	<b>970</b>	<b>970</b>	<b>100</b>	<b>879</b>	<b>879</b>	<b>100</b>

WORKERS – N.A.

#The company does not have any workers on its rolls.

10. Health and safety management system:

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

Yes. HBL places great emphasis on maintaining and improving its employees' health and safety. Workplace safety of employees forms the foundation of the Company's strategy to attain sustainability. To ensure the safety of all, the Company has implemented comprehensive compliant protocols across all touch points.

HBL is committed to create and maintain a safe and healthy workplace in the organization and the Company achieves this by developing and implementing its occupational health, safety, and environmental management system conforming to International Standards and driving excellence in operations and support functions.

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

While continuously employing measures to promote employee well-being and healthcare, a proper hazard identification risk management system has been put in place to ensure continuous improvement of occupational health and safety of the organization.

Hazard Identification Risk Assessment (HIRA) is carried out regularly at all levels in following six steps by a highly-skilled Process owner or a Qualified Safety coordinator well versed with details of all activities and Safety standards:

1. Pre- Assessment preparations
2. Pre-Assessment meeting with HSE Leaders
3. Conducting interviews
4. Walk-Round Tour/Quantification of Hazards
5. Evaluation of Hazard/Person/Severity Factors
6. Post Evaluation activity

- 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 put in place Safety Observation and Near Miss Reporting System.

- d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Y/N)

Yes. HBL believes in creating an environment for employees in which their financial needs are met beyond their salary. All of the Company's employees are offered a variety of health and wellness benefits, including medical insurance and accident insurance for the employee and his immediate family, which provides financial assistance in the event of an accident or serious illness. Apart from that, HBL offers coverage for dependent parents, periodic health checks, wellness programs, as well as nutritious and subsidized food.

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

Safety Incident/Number	Category	FY'23	FY'22
Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked)#	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: # data under compilation.





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

HBL considers employees as its most valued asset, and the Company prioritizes their health and safety. The majority of its personnel are employed in the manufacturing facilities. The Company has created extensive compliant measures at all touchpoints to safeguard everyone's safety in the workplace and to ensure a safe working environment. The Company has taken the following measures to assure a safe and healthy workspace:

1. Safety Policy, Competence, Communications system/policy, Insurance Systems, First Aid, Training, Occupational Health, Inspection Systems, Audits, Procurement, Contractors Control & Risk Assessments.
2. The Company has taken measures which are compliant with all statutory preventive healthcare and occupational health and safety requirements. In doing so, the Company strives to create, implement, and maintain a process for proactive hazard identification and determination of controls to eliminate or reduce risks to an acceptable level, as well as to identify the Risks and Opportunities that are relevant to the OH&S management system's intended outcomes.
3. The Company emphasizes on providing training on safety measures during induction to all employees, including specific training such as handling hazardous materials, confined space entry, refresher training, on-site emergency training to tackle contingent or urgent situations, and on the job training inclusive of safety topics.
4. A Safety Committee has been formulated to assist and collaborate with management and achieving objectives as outlined in the 'HSE Policy'. The Committee deals with matters concerning health, safety, and the environment and delivers practical solutions to problems encountered, promotes safety awareness amongst all workers, and undertakes educational, training, and promotional activities.

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

No complaints were made by any employee or worker on the working conditions and/or health and safety practices of the Company.

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	Internal Safety Audit – 100%
Working Conditions	Internal Safety Audit – 100%

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

HBL tracks accidents rates in all of its locations. The overall reduction in health and safety incidences is attributed to the strong commitment of both management and workers to ensure a safe working environment by adhering to the Company's prescribed approach and adopting a health and safety-first mind-set in the execution of duties.

**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, HBL has a Group Personal Accident Policy which offers assistance in the event of a tragic occurrence, such as death, and has a death relief policy in place for its employees.

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 takes great care to ensure that the statutory dues applicable are deducted and deposited by the value chain partners. The details are outlined in the HBL Supplier Code of Conduct. All supply chain partners must adhere to it in every way in order to support business responsibility principles and ideals of transparency and accountability.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:



Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY'23	FY'22	FY'23	FY'22
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, HBL, as a desirable employer, provides future-oriented opportunities and the right environment for people to grow personally and contribute to the moulding of the future. Employees who are terminated by the Company before their customary retirement date are eligible for termination benefits.

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	HBL currently does not have any formal assessment mechanism to monitor the health, safety and environment policies & practices of value chain partners'. However, HBL's Code of Ethics & Conduct is applicable to all business partners, which binds the concerned parties to abide by the socio-environment regulations of the geography of operation.
Working 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 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 are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Meetings, workshops, e-mails &amp; reports, online portals, employeesurveys, Idea management.</li> <li>One-on-one interactions</li> <li>Employee involvement in CSR activities.</li> </ul>	Periodically  Half Yearly Quarterly	<ul style="list-style-type: none"> <li>Inform about important advances in theCompany.</li> <li>Help the employees expand their knowledge.</li> <li>Getting employee feedback and resolvingtheir issues.</li> </ul>
Investors	No	<ul style="list-style-type: none"> <li>Annual report, sustainability report, press releases</li> <li>Corporate website</li> <li>Quarterly &amp; Annual results</li> </ul>	Annually  Annually Periodically Quarterly	Investors prefer to invest in the organizations that are socially and environmentally responsible.







Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> <li>Interviews, personal visits, publications, mass media &amp; digitalcommunications, plant visits.</li> <li>Support programmes, social media,</li> <li>Conferences and events</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>Adherence to companies' policy on ethical business conduct.</li> <li>Safe Handling of Products.</li> <li>Safe Disposal of used products.</li> <li>Update on improved and efficient products</li> </ul> Compliances with laws and regulations
Suppliers & service providers	No	<ul style="list-style-type: none"> <li>Supplier &amp; vendor meets</li> <li>Workshops &amp; trainings</li> <li>Policies</li> <li>Supplier risk assessments</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>Supply of material &amp; services.</li> <li>Adherence to companies' policy on ethical business conduct.</li> <li>Compliance on Conflict free mineral procurements.</li> <li>Safety requirements.</li> <li>Compliances with laws and regulations</li> </ul>
Business Partners	No	<ul style="list-style-type: none"> <li>Dialogue with Dealers (channel sales) and coordinating units of importers</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>Provide service to present customers while increasing the potential for future growth.</li> </ul>
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>O-cial communication channels</li> <li>Regulatory audits/ inspections</li> <li>Environmental compliance</li> <li>Policy intervention</li> <li>Good governance</li> </ul>	Monthly Annually Annually Periodically Annually	<ul style="list-style-type: none"> <li>They help and guide in terms of connecting withGovt. Schemes in the same area for increased effectiveness.</li> </ul>
Communities	Please refer to the following link for information about the Company's community work: <ul style="list-style-type: none"> <li><a href="https://hbl.in/Corporate-Social-Responsibility.html">https://hbl.in/Corporate-Social-Responsibility.html</a></li> </ul>			

### LEADERSHIP INDICATORS

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

HBL is in the process of establishing an ESG Committee at Board level. The ESG committee is responsible for keeping the board informed about various developments and seeking inputs from the Directors. Continuous stakeholder engagement, combined with an in- depth assessment by the ESG committee, aids the organisation in aligning its business with ESG, allowing it to better serve its stakeholders.

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

Yes, HBL has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.

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

Please refer to the following link for information about the Company's community work:

<https://hbl.in/Corporate-Social-Responsibility.html>



## 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'23			FY'22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	970	30	3	879	15	2
Other than Permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>970</b>	<b>30</b>	<b>3</b>	<b>879</b>	<b>15</b>	<b>2</b>

WORKERS – N.A#

#The company does not have any workers on its rolls.

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

	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>										
Permanent										
Male	919	0		919	100	828	0		828	100
Female	49	0		49	100	51	0		51	100

Other than permanent - NIL

WORKERS – N.A#

#The company does not have any workers on its rolls.

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

	Male		Female	
	Number	Median Remuneration/ salary/wages of respective category in ₹^	Number	Median Remuneration/ salary/wages of respective category in ₹^
Board of Directors (BOD) (Whole-time directors)	1	473.73	1	33.30
Key Managerial Personnel (other than BOD)	3	31.60	0	0
Employees other than BOD and KMP*	919	45.81	49	8.81
Workers (No workers on Company Rolls)	NA	NA	NA	NA

^Remuneration mentioned above is in lakhs per annum

\* Key Managerial Personnel includes CFO and above.

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

The employees can address their complaints or grievances to the Human Resource department or to the Senior Management. There shall be no retaliation or reprisal taken against any employee or associate who raises concerns in accordance with the policy. A committee may be formed or delegated to investigate the reported issues. The Committee is responsible for evaluating the reported issues and ensuring that they are addressed and rectified. In collaboration with Senior Management, the Committee may also recommend a suitable resolution.

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

HBL recognises the important role that business can play in ensuring the long-term protection of human rights, and the Company is dedicated to upholding the human rights of its employees, communities, contractors, and suppliers in accordance with the





Protection of Human Rights Act, 1993 and guidelines of the National Human Rights Commission, State Human Rights Commissions in States and Human Rights Courts for better protection of human rights and for matters connected therewith or incidental thereto.

The Company has formulated a Human Rights Policy which works in conjunction with the Grievance Policy to ensure that grievances are addressed promptly and effectively.

The mechanism works by following the instructions outlined below:

1. The employees/ affiliates address their complaints or grievances or report instances to the Senior Management. No reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns under this policy.
2. A committee is formed/ designated to investigate the violations reported. The Committee evaluates the violations reported and ensures that the same is addressed and resolved. The Committee also, in consultation with the Senior Management, provides a suitable remedy.
6. Number of Complaints on the following made by employees and workers:

	FY'23			FY'22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child labour						
Forced labour / Involuntary labour		NIL			NIL	
Wages						
Other human rights related issues						

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

While dealing with the complaints as a part of grievance redressal mechanism every care is taken to conduct the enquiry in a peaceful manner for avoiding any stressful conditions. The entire process is carried out in a highly confidential manner. The Company has a Grievance mechanism where the related personnel, are bound by a duty of confidentiality at all times and must keep all paperwork and information exchanged in the process confidential. Harsh or insulting behaviour of anyone participating in or conducting grievance proceedings is not at all tolerated. Any such behaviour will be viewed as misconduct under the Organization's disciplinary policies and strict actions will be taken against such unethical behaviour.

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

Yes, human rights requirements form part of HBL Supplier Code of Conduct. Suppliers are urged to respect internationally recognized human rights standards and to work towards them in all business activities within their own sphere of influence. Any forced or compulsory labour is prohibited.

To be a part of the Company's value chain, the supplier must meet the following human rights requirements:

1. Child Labour: External provider shall not employ children in violation of conventions 138 and 182 of the International Labor Organization and Indian Labor law.
2. Wages and Hours: - External provider will pursue a fair and competitive remuneration policy.
3. Equal Opportunities / Anti-Discrimination: External provider shall not discriminate in any manner on the basis of race, ethnic background, age, religion, gender, sexual orientation or disability.

The Company's Supplier Code of Conduct can be viewed on the following link:

<https://hbl.in/External-Provider-Code-of-Conduct-HBLR2.pdf>

9. Assessments for the year:

HBL has assessed 100% of its plants and offices by external auditors who audit the statutory compliances in relation to the indicators mentioned below. The assessments are done on a quarterly basis.



	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Childlabour	
Forced/involuntary labour	
Sexualharassment	100%
Discrimination at workplace	
Wages	

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

All the plants and offices of the Company were found to be having no negative impacts and as a result no corrective actions were required on the criteria stated above.

#### LEADERSHIP INDICATORS

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

Nil

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

Human rights due diligence is being covered as part of the other audits presently. Exclusive Human rights due diligence is yet to be conducted. We are planning to take it up in the coming years.

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

Yes

4. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Sexualharassment	HBL currently does not have any formal assessment mechanism to monitor the Human Rights compliances, policies & practices of value chain partners.
Discrimination at workplace	However, HBL's Code of Ethics & Conduct is applicable to all business partners, which binds the concerned parties to abide by the socio-environment regulations of the geography of operation.
Childlabour	
Forced labour/Involuntarylabour	
Wages	

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

Nil

### 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 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total electricity consumption (A)	121.65 TJ (Including Shameerpet, Vijaynagar, Corporate office)	122.10 TJ (Including Shameerpet, Vijaynagar, Corporate office 3,38,58238 units)
Total fuel consumption (B)	31.50 (Including Shameerpet, Vijaynagar, and Corporate office) Furnace oil consumption minimized	66.48 TJ ( Diesel 108528 liters +FO 457106 Kgs SHPT and VZM ) Furnace oil consumption more
Energy consumption through other sources (C)	NA	NA
Total energy consumption (A+B+C)	153.15 TJ (Including Shameerpet, Vijaynagar, and Corporate office)	188.58 TJ (Including Shameerpet, Vijaynagar, and Corporate office)





Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	92989.59 Lakhs(VZM&SHPT) 153.15 TJ/92989= TJ/Lakh rupees	SHPT-39274 Lakhs VZM 40800 Lakhs Total 80074 Lakhs 188.58 TJ/80074=Lakh Rupees 0.00235TJ/Lakh rupees
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.

Yes. The data referred in the above table also been evaluated by external agency – Bureau Veritas Industrial Services.

The electricity consumption, fuel consumption has been verified as a part of ISO 14001:2015 periodical audits.

In pursuit of enhanced energy management and environmental responsibility, the organization has set its sights on obtaining ISO 50001:2018 certification in the foreseeable future. This strategic move aims to bolster our control over energy-related aspects and spearhead initiatives to effectively reduce carbon emissions.

Furthermore, as part of our commitment to continuous improvement, the management has directed all manufacturing units to undergo thorough energy audits conducted by reputable third-party agencies. These audits will play a pivotal role in identifying areas of excellence and opportunities for optimizing energy performance of equipment and facilities throughout the organization.

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 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	20,000 KL (rain Session) (FY 23)	15800 KL (FY 22)
(ii) Groundwater	148843 KL	140105 KL
(iii) Third party water	0	0
(iv) Seawater / desalinated water	NA	NA
(v) Others a)Effluent	a)29077 KL	A )31130
b)Sewage	b)16365 KL	b) 15865
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	148843 KL(Ground water)	140105 KL (Ground water)
Total volume of water consumption (in kilolitres)	148843 KL +Rain water 20000 KL=168843 KL	140105 KL +Rain water 15800 KL=155905 KL
Water intensity per rupee of turnover (Water consumed / turnover)	92989.59 Lakhs(VZM&SHPT) 168843/92989= 1.8KL/Lakh rupees	SHPT-39274 Lakhs VZM 40800 Lakhs Total 80074 Lakhs 155905/80074=1.94 KL/Lakh Rupees
Water intensity (optional) – the relevant metric may be selected by the entity	1.8KL/Lakh rupees	1.94 KL/Lakh Rupees

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

Yes, The data referred in the above table also been evaluated by external agency – Bureau Veritas Industrial Services.



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

HBL has taken significant steps to ensure sustainable water management practices across its manufacturing plants. All plants are zero liquid discharge (ZLD) compliant and equipped with effluent treatment plant (ETP) and STP facilities. Wastewater generated during the manufacturing processes is treated and reused, promoting water conservation within the business.

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

Parameter	Please specify unit	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
NOx	Micro gram/meter cube	26	21
SOx		11	08
Particulate matter (PM)	Micro gram/meter cube	29	24
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please Specify PM 10	Micro gram/meter cube	67	65

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

Yes. The data referred to in the above table also been evaluated during ISO 14001:2015 periodical audit. by external agency – Bureau Veritas Certification India Pvt Ltd.

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

Parameter	Unit	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
Total Scope 1 emissions (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)	Metric tons of CO <sub>2</sub> equivalent	28724.67	24081.94
Total Scope 2 emissions (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)	Metric tons of CO <sub>2</sub> equivalent	2947.78	3071.96
Total Scope 1 and Scope 2 emissions per rupee of turnover		VZM=54296.59 LAKHS SHPT=38693 LAKHS =92989.59 LAKHS 31672.45/92989.59 =0.34 TCo <sub>2</sub> e/Lakh rupees	VZM=40830 lakhs SHPT=39274 LAKHS Total=80104 Lakhs =27153.90/80104 =0.3389 TCo <sub>2</sub> e/Lakh rupees
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			NA

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

Yes. The data referred to in the above table also been evaluated by external agency – Bureau Veritas Industrial Services.

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

Yes. The company has a strong focus on utilizing renewable energy sources including Solar and transitioning to biomass-based boilers.

The company has also focused on improving energy efficiency in manufacturing processes by adopting advanced technologies, optimizing equipment efficiencies. The company also supports research and development initiatives aimed at developing new technologies and processes that reduce greenhouse gas emissions.

All manufacturing units have coverage of greenery more than the defined norms and it helps to sequester GHG emissions. Thereby reducing the overall GHG load in the atmosphere.



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

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	138.45MT	114.3
E-waste (B)	0.6	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	282.38	282.82
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G) Gypsum	1529 (Gypsum Recycler) 178.91Tons(Recycler)	1888(Gypsum Recycler) 338.71 (Land fill )
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2128.74</b>	<b>2623.83</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	Lead 1826.07 Ni-42 Tons, Cd-24 Tons	Lead 1128 Ni-42.6 Tons, Cd-23.7 Tons
(ii) Re-used	Plastic 86.45 Lead 1223.571 Ni-67 Tons, Cd -12.5 Tons	Plastic 81.3 Lead 698.626 Ni-64 Tons, Cd-0.84 Tons
(iii) Other recovery operations	0	0
<b>Total</b>	<b>3281.59</b>	<b>2039.07</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	353.04 Tons	590.71Tons
(iii) Other disposal operations	1707.91 Tons	2226.71 Tons
<b>Total</b>	<b>2060.95</b>	<b>2817.42</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.

Yes. The data referred to in the above table also been evaluated by external agency – Bureau Veritas Industrial Services.

9. 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.

HBL has a systematic approach to waste management, categorising wastes into hazardous and non-hazardous types and further classifying them by specific categories. The Company ensures proper disposal methods for each type of waste, adhering to guidelines from Pollution Control Boards and regulatory bodies.

- Focused Improvement Projects (FIPs) are implemented to reduce waste generation at the source, while a centralised scrapyards at the manufacturing locations facilitates proper segregation and disposal of waste. A dedicated team oversees scrap management and conducts awareness training for employees.

- Comprehensive waste management standard operating procedures (SOP) have been developed to guide the process HBL emphasises employee awareness through virtual and classroom training sessions, educating them on waste generation, disposal, and the impact on health, safety, and the environment. The Company also accounts for wastes sold to third parties. These initiatives demonstrate HBL's commitment to responsible waste management and environmental sustainability.

All the manufacturing locations of the company are ISO certified.



10. 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:

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

11. 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
NA	NA	NA	NA	NA	NA

12. 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, and Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

HBL's existing operations/offices comply with applicable environmental regulations and operate as per Consent For to Operate (CFOCTO) conditions from the Central and State Pollution Control Boards.

Sl. 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
	None	None	None	None

## LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	NA	NA
Total fuel consumption (B)	743 Tons (Biomass)=12.74TJ	306 Tons (Biomass)=5.24TJ
Energy consumption through other sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)	12.74 TJ	5.24TJ
From non-renewable sources		
Total electricity consumption (D)	121.65 TJ-12.74= 108.91(Including Shameerpet, Vijaynagaram, Corporate office)	121.85 -5.24 =116.61 TJ(Including Shameerpet, Vijaynagaram, Corporate office)
Total fuel consumption (E)	31.50 (Including Shameerpet, Vijaynagaram, and Corporate office)	66.48 TJ( Diesel 108528 liters +FO 457106 Kgs SHPT and VZM )
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	153.15 TJ-12.74=140.41 (Including Shameerpet, Vijaynagaram, and Corporate office)	188.33 TJ-5.24 TJ=183.06 TJ (Including Shameerpet, Vijaynagaram, and Corporate office)





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

Yes. The data referred to in the above table also been evaluated by external agency – Bureau Veritas Industrial Services.

2. Provide the following details related to water discharged:

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – please specify level of Treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – please specify level of Treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA
	NA	NA
	NA	NA

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

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

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	20,000 KL (rain Session) (FY 23)	15800 KL (FY 22)
(ii) Groundwater	148843 KL	140105 KL
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others		
a) Effluent	a) 29077 KL Process	a) 31130 KL
b) Sewage	b) 16365 KL Garden	b) 15865 KL
Total volume of water withdrawal (in kilolitres)	148843 KL	140105 KL
Total volume of water consumption (in kilolitres)	148843 KL	140105 KL
Water intensity per rupee of turnover (Water consumed / turnover)	VZM=54296.59 LAKHS SHPT=38693 LAKHS =92989.59 LAKHS Water intensity /Lakh rupees turn over 148843/92989.59= 1.60 KL/Lakh rupees	VZM=40830 lakhs SHPT=39274 LAKHS Total=80104 Lakhs Water intensity /Lakh rupees turn over 140105/80104= 1.70 KL/Lakh rupees
Water intensity (optional) – the relevant metric may be selected by the Entity		
Water discharge by destination and level of treatment (in kilolitres)		



Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
(i) Into Surface water		
- No treatment	NA	NA
- With treatment –please specify level of treatment		
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment –please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment –please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment –please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment –please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

Parameter	Unit	FY 23 (Current Financial Year)	FY22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Evaluated	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

The data collection with respect to scope 3 has been initiated and also all the interested parties communicated to share the relevant data for projection of referred details in the coming year assessment.

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

Not applicable.

6. 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:



Sl.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Biomass Briquettes firing introduced in Boilers in place of Furnace oil firing	Bioenergy, or energy derived from biomass, is a sustainable alternative to fossil fuels because it can be produced from renewable sources, such as plants and waste, that can be continuously replenished. When fossil fuels are extracted and burned for energy, their sequestered carbon is released into the atmosphere. Fossil fuels do not reabsorb carbon. In contrast to fossil fuels, biomass comes from recently living organisms. The carbon in biomass can continue to be exchanged in the carbon cycle	Furnace oil consumption minimized for Evaporation plants operation by consuming Biomass Briquettes in FY 22 consumption 306 Tons FY 23 consumption 743 Tons (approx. 250 MT Furnace oil consumption is avoided)  It's often claimed that biomass is a "low carbon" or "carbon neutral" fuel, meaning that carbon emitted by biomass burning won't contribute to climate change. The use of biomass energy has the potential to greatly reduce greenhouse gas emissions.
2.	Odor extraction	Odor extraction by capping aeration pond with 60 feet height FRP chimney is implemented in Shameerpet plant location.	Odor minimized
3.	Fume extraction	100 Feet chimney with crucible capping for smoke extraction in Shameerpet plant location.	Surrounding area smoke minimized as well as air quality improved
4.	Scrubbers	Old small scrubbers replaced with heavy duty with 60 feet FRP chimney in Shameerpet plant location.	Alkaline/ acidic fumes scrubbed effectively improving the air quality
5.	RO plant	High pressure pump introduce for effective recycling of the neutralized effluent water	More recycling at RO plants load reduced on Evaporation plants
6.	Rain water harvesting	Low level areas selected for effective Rain water collection and rain water harvesting pits developed	Ground water level improved and dependency on third party sources reduced
7.	Does the entity have a business continuity and disaster management plan? Give details in 100 words/web-link Yes, the Company recognizes the importance of Business Continuity Plan (BCP) for the smooth running of business particularly during unfavorable times, including pandemic. Every operating unit within the entity has established an emergency plan which defines the actions to be taken in case of any major accident / disaster occurring inside the factory. The plan covers perceived potential risks including major accidents that could affect the facility for the particular geography. Mock drills and training related to emergency preparedness are carried out at regular intervals to be prepared to tackle any situation that can potentially affect the business operations. In the event of any occurrence of an emergency, the same shall be investigated and appropriate measures would be initiated to contain the incident and avoid recurrence in future, if possible.		
8.	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? The company has not conducted an evaluation of the environmental impacts in the value chain. However, we have also not had instances which make us to conclude that adverse impacts on the environment have occurred due to our value chain activities.		
9.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. As of now, HBL does not have any formal assessment mechanism to monitor the environmental impact of value chain partners' activities. However, HBL's Code of Ethics & Conduct is applicable to all business partners, which binds the concerned parties to abide by the socio-environment regulations of the geography of operation.		



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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Federation of Telangana Chamber of Commerce Industry [FTCCI]	State
2.	Engineering Export Promotion Council [EEPC INDIA]	National
3.	Indian Battery Manufacturers Association [IBMA]	National

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.

There were no incidents of anti-competitive behaviour involving the Company during the reporting period (2022-23).

**LEADERSHIP INDICATORS**

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

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development ESSENTIAL INDICATORS**

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

Name and Brief details of the Project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Eradication of Malnutrition and Hunger	HBL has not conducted a Social Impact Assessment of its project currently as it is not mandatory under the CSR regulations. However, HBL intends to have the same done as and when it becomes applicable.		No	Yes	<a href="https://hbl.in/Corporate-Social-Responsibility.html">https://hbl.in/Corporate-Social-Responsibility.html</a>
Promotion of Children Education			No	Yes	
Contribution to eligible Orphanages / Old age homes			No	Yes	
Contribution to permitted projects [para (ix)(a) of Schedule VII]"			No	Yes	

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

Nil

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

Every location of HBL has a CSR Team to monitor the CSR Projects regularly in accordance with the recommendation of the CSR committee of the Board where the annual plan for CSR activities are chalked out in detail. The CSR team continuously interacts with the concerned communities in the areas of operation. The grievances as and when they arise are timely addressed & resolved by the CSR Team.





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

	FY'23	FY'22
Directly sourced from MSMEs/ small producers	41.60%	41.51%
Sourced directly from within the district and neighboring districts	9.72%	9.69%

**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):

HBL has not conducted a Social Impact Assessment of its project currently as it is not mandatory under the CSR regulations. However, HBL intends to have the same done as and when it becomes applicable.

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

Nil

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

No

b. From which marginalised / vulnerable groups do you procure?

None.

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

Nil.

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

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.

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.	Eradication of Malnutrition and Hunger	1283	99
2.	Promotion of Children Education	1283	99
3.	Contribution to eligible Orphanages / Old age homes	Contributions are being made to Orphanages, Old Age Homes and permitted entities through approved agencies, which also accept contributions from others. Hence, assessing the number and group of beneficiaries is currently not possible.	
4.	Contribution to permitted projects [para (ix)(a) of Schedule VII]		



## 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.

Customer response and customer satisfaction are one of the most important factors of HBL. The Company engages with its customers at various platforms to understand their expectations. The Company obtains customer feedback directly or referring to customer portal on monthly basis and compiles the "Voice of Customer report" to identify the areas of concern reported. Accordingly, corrective measures have been planned and implemented. Customer satisfaction trends are compiled, monitored and reviewed by top management at defined intervals for getting the directives for improvement.

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

S. No.	Nature of Information contained in the products	% of Products that carry information
1.	Environmental and social parameters	#
2.	Safe and responsible usage	100%
3.	Recycling and/or safe disposal	74%

#Environmental and social parameters relevant to the products are not being calculated as percentage of total turnover.

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

	FY '23			FY '22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NIL	0	0	NIL
Advertising	0	0				
Cyber-security	0	0				
Delivery of essential services	0	0				
Restrictive Trade Practices	0	0				
Unfair Trade Practices	0	0				

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

No such instances were reported in the reporting period FY23.

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.

HBL has in place appropriate data security and cyber risk prevention measures. The same is currently undergoing review for its adequacy and reliability.

An Information Security Policy is being designed that will provide support, management direction and document how Information Security is managed throughout HBL; it will outline the appropriate measures through which the Company will facilitate the secure and reliable flow of information, both within the Company and externally.

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.

### LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). HBL's website has information about all of the products it offers. The web-link for the site is <http://cs.hbl.in/nologinsmsoursservices.asp>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.





HBL utilizes the depth of our engineering capabilities to provide the most resilient, compliant products expected by customers to run their business efficiently – and we do this while meeting the confidentiality and security needs of our partners and end users. The precautions for safe usage of HBL products are circulated along with the products as per the required regulations further details on safe handling of products are shared through the weblink <http://cs.hbl.in/nologinsmsourservices.asp>.

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

HBL maintains its communication with customers through various channels including emails, weblinks, customer care numbers and through channel sales dealers. In the event of any risk of disruption / discontinuation of essential services relating to the company's products these various channels are actively used to share the relevant information.

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)

No

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along with impact -NIL
- b. Percentage of data breaches involving personally identifiable information of customers -NIL