



Technocraft Industries (India) Limited

Regd. Office: Technocraft House, A-25, Road No. 03, MIDC Industrial Estate,
Andheri (East), Mumbai - 400093, Maharashtra, India

Tel: 022-4098 2222; Fax No. 2836 7037; CIN No. L28120MH1992PLC069252

E-mail: investor@technocraftgroup.com ; website: www.technocraftgroup.com

September 04, 2023

To,

National Stock Exchange of India Ltd.

Exchange Plaza,
Bandra Kurla Complex,
Bandra (E),
Mumbai- 400051

BSE Limited

Listing Department
P.J. Towers, 1st Floor,
Dalal Street, Fort,
Mumbai – 400 001

Script Name: THIL

Script Code: 532804

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report of Technocraft Industries (India) Limited for the financial year 2022-23.

We request you to kindly take the above on record.

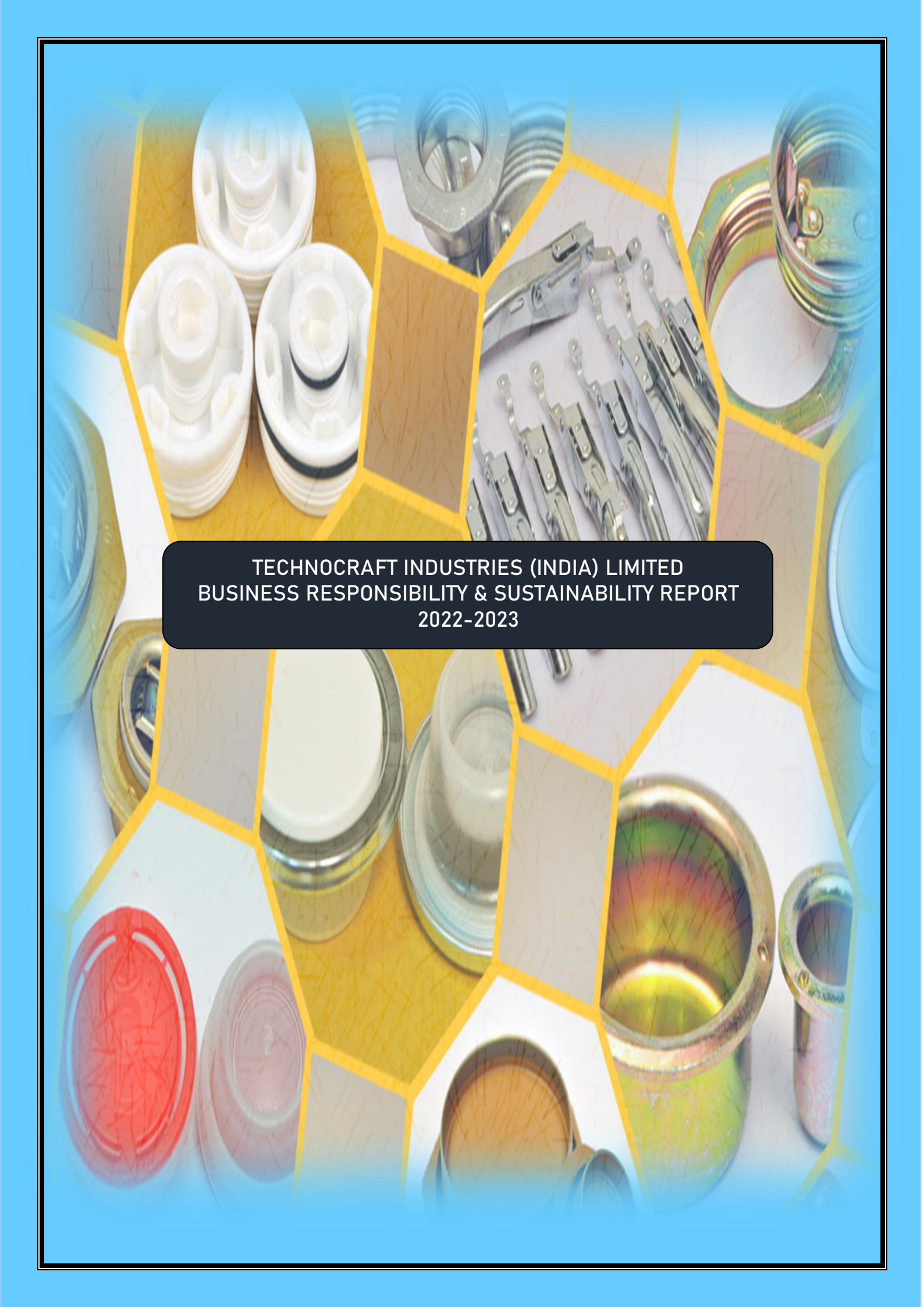
Thanking You,

Yours faithfully,

For Technocraft Industries (India) Limited

Neeraj Rai

Company Secretary



**TECHNOCRAFT INDUSTRIES (INDIA) LIMITED
BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT
2022-2023**



TECHNOCRAFT
INDUSTRIES (INDIA) LTD.

The Company has been in the market for over **30** Years

The Company has an official presence in over **10** countries world wide

The Company exports to over **80** countries world wide

The Company has employed over **3000** resources in its workforce

PRODUCTS AND SERVICES



The Company ranks as the world's second-largest producer of steel drum closures, which comprises tite seal flanges and plugs, tite seal gaskets, tite seal leak locks plugs, octagon base drum flanges, and automated closure systems.

The Company manufactures & supplies high quality steel tubes with excellent dimensional accuracy and surface quality. Scaffolding system is designed keeping in mind health and safety regulations without any loose fittings



The Company produces wide range of products from NE 20 to NE 40, with carded and combed varieties of cotton yarn. The yarn is Ring spun raw-white used for knitting and weaving purpose.

The Company provides engineering design services to various manufacturing companies. The Company ensures multi-disciplinary services in consulting, innovation, resource & content, automotive, mining equipment, etc.





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SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity :

1. **Corporate Identity Number (CIN) of the Listed Entity** - L28120MH1992PLC069252
2. **Name of the Listed Entity** – Technocraft Industries (India) Limited
3. **Year of incorporation** - 1992
4. **Registered office address** - Technocraft House, A-25, MIDC Road No. 3, Andheri East, Mumbai -400093
5. **Corporate address** - Technocraft House, A-25, MIDC Road No. 3, Andheri East, Mumbai -400093
6. **E-mail** - investor@technocraftgroup.com
7. **Telephone** - + 91 22 4098 2222
8. **Website** - <http://technocraftgroup.com/>
9. **Financial year for which reporting is being done** – 2022-23
10. **Name of the Stock Exchange(s) where shares are listed :**

| Name of the Exchange | Stock Code |
|---------------------------------------|------------|
| BSE Ltd. | 532804 |
| National Stock Exchange of India Ltd. | TIIL |

11. **Paid-up Capital** – 22.96 Cr
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –**
Mr. Neeraj Rai, Company Secretary
Email- investor@technocraftgroup.com
Tel: + 91 22 4098 2222
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 are made on a 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. | Manufacture of Drum Closures, Scaffoldings, Textile | Company is a predominant player in the precision engineering sector | 97.26 |

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

| S. No. | Product/ Service | NIC Code | % of Turnover contributed |
|--------|---|---------------------|---------------------------|
| 1. | Manufacturing of Drum Closures | 24109,25999 | 24.54 |
| 2. | Manufacturing of tubes and Scaffoldings | 24106 | 49.07 |
| 3 | Manufacture of knitted and crocheted cotton fabrics, Preparation and spinning of cotton fiber, Manufacture of textile garments. | 13111, 13911, 14101 | 26.40 |



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 | 4 | 1 | 5 |
| International | NA | NA | NA |

17. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 22 |
| International (No. of Countries) | 80 |

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

Total exports of the Company during reporting period were 58.43%

c. A brief on types of customers:

The Company's customers are from a B2B segment.

IV. Employees

18. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 1304 | 1206 | 92.48 | 98 | 7.52 |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total employees (D + E) | 1304 | 1206 | 92.48 | 98 | 7.52 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 464 | 461 | 99.35 | 3 | 0.65 |
| 5. | Other than Permanent (G) | 1829 | 1788 | 97.76 | 41 | 2.24 |
| 6. | Total workers (F + G) | 2293 | 2249 | 98.08 | 44 | 1.92 |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|---|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 1 | 1 | 100.00 | 0 | 0.00 |
| 2. | Other than Permanent (E) | | | Nil | | |
| 3. | Total differently abled employees (D + E) | 1 | 1 | 100.00 | 0 | 0.00 |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | | | | | |
| 5. | Other than permanent (G) | | | Nil | | |
| 6. | Total differently abled workers (F + G) | | | Nil | | |



19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|---------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 10 | 1 | 10.00 |
| Key Management Personnel* | 6 | 0 | 0.00 |

*KMP includes 5 MD/WTD which are also Board Members.

20. Turnover rate for permanent employees and workers (in percent)

| | FY 2022-23 | | | FY 2021-22 | | | FY 2020-21 | | |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 31.66 | 28.88 | 30.27 | 16.03 | 23.93 | 19.98 | 31.66 | 28.88 | 30.27 |
| Permanent Workers | 1.49 | 1.44 | 1.47 | 1.33 | 1.77 | 1.55 | 1.49 | 1.44 | 1.47 |

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

21. (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. | Technosoft Engineering Projects Limited | Subsidiary | 84.02 | No |
| 2. | Techno Defence Private Limited | Subsidiary | 70.00 | No |
| 3. | Technocraft Fashions Limited | Subsidiary | 100.00 | No |
| 4. | Shivale Infra Products Private Limited | Subsidiary | 100.00 | No |
| 5. | Technocraft Textiles Limited | Subsidiary | 100.00 | No |
| 6. | Technocraft Formworks Private Limited | Subsidiary | 100.00 | No |
| 7. | Technocraft Specialty Yarns Limited | Subsidiary | 100.00 | No |
| 8. | Technocraft Tabla Formwork Systems Pvt Ltd. | Subsidiary | 65.00 | No |

* Abovementioned are Technocraft's Indian Subsidiaries. Rest of the subsidiaries/ associates/ joint venture details are stated in Board Report Section of Annual Report. None of these entities participate in the Business Responsibility initiatives of the Company.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs. in lakhs): 1,82,509.02

(iii) Net worth (in Rs. in lakhs): 1,178.88



VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/ No) <i>(If Yes, then provide web-link for grievance redress policy)</i> | FY 2022-23 | | | FY 2021-22 | | |
|---|--|--|--|---------|--|--|---------|
| | | 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. The grievance can be raised on: https://technocraftgroup.com/Contact-Us.aspx | 0 | 0 | NA | 0 | 0 | NA |
| Investors (other than shareholders) | NA | NA | NA | NA | NA | NA | NA |
| Shareholders | Yes. SEBI specified mechanism of SCORES is available at https://scores.gov.in Additionally, Shareholders can write to RTA & Stock Exchanges & to the Company at investor@technocraftgroup.com | 1 | 0 | NA | 0 | 0 | NA |
| Employees and workers | Yes. The grievance can be raised on: https://technocraftgroup.com/Contact-Us.aspx Additionally, HR can be approached for any grievances | 0 | 0 | NA | 0 | 0 | NA |
| Customers | Yes. The grievance can be raised on: https://technocraftgroup.com/Contact-Us.aspx | 0 | 0 | NA | 0 | 0 | NA |
| Value Chain Partners | Yes. The grievance can be raised on: https://technocraftgroup.com/Contact-Us.aspx | 0 | 0 | NA | 0 | 0 | NA |

24. Overview of the entity's material responsible business conduct 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

| 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 | Energy Management | Risk | Energy is a critical input in industrial machinery manufacturing. Purchased electricity represents the largest share of energy expenditures in the industry, followed by purchased fuels. The type of energy used, magnitude of consumption, and energy management strategies depends on the type of products manufactured. High energy intensity results into high environment impact. | The Company strives to effectuate energy mix, including the use of electricity generated on-site, grid-sourced electricity, and the use of alternative energy- which plays an important role in influencing the cost and reliability of energy supply, and ultimately affect the company's cost structure, balance environment impact and regulatory risk. | Positive |



| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--|--|--|---|--|
| 2 | Employee Health & Safety | Risk | <p>Employees in industrial machinery manufacturing facilities face health and safety risks from exposure to heavy machinery, moving equipment, and electrical hazards, among others. Creating an effective safety culture is critical to proactively mitigate safety incidents, which could result in higher healthcare costs, litigation, and work disruption.</p> | <p>The company attempts to curb the health & safety risks by implementing strong safety protocols, including incident reporting and investigation, and promoting a culture of safety, companies can minimize safety-related expenses and potentially improve productivity in the long term.</p> | Negative |
| 3 | GHG, Product Design & Lifecycle Management | Opportunity | <p>Many of the Industrial Machinery & Goods industry's products are powered by fossil fuels and therefore release greenhouse gases (GHGs) and other air emissions during use. Customer preferences for improved fuel economy combined with regulations addressing emissions are increasing the demand for energy-efficient and lower-emission products in the industry.</p> <p>The Company has been developing products with the mentioned characteristics are well-positioned to capture expanding market share, reduce regulatory risk, and improve brand value.</p> | NA | Positive |
| 4 | Materials Sourcing & Efficiency | Risk | <p>The Company is exposed to supply chain risks when critical materials are used in products. Companies in the industry manufacture products using critical materials with few or no available substitutes, many of which are sourced from deposits concentrated in only a few countries, which are subject to geopolitical uncertainty. Companies in this industry also face competition due to increasing global demand for these materials from other sectors, which can result in price increases and supply risks.</p> | <p>The company tries to limit the use of critical materials through use of alternatives, as well as secure their supply, thereby mitigate the potential for financial impacts stemming from supply disruptions and volatile input prices.</p> | Positive |



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c. Web Link of the Policies, if available | | | | | | | | | |

| Sr. No. | Name of policy | Link to Policy | Which Principles each policies goes into |
|---------|--|---|--|
| 1 | Whistle Blower Policy | https://technocraftgroup.com/pdf/Whistle-Blower-Policy.pdf | P1 |
| 2 | Code of Practice and Procedures for Fair Disclosure of UPSI: | https://technocraftgroup.com/pdf/Code-Of-Practices-And-Procedures-For-Fair-Disclosure-Of-UPSI.pdf | P1 |
| 3 | Code of Conduct: | https://technocraftgroup.com/pdf/Code%20of%20Conduct%20BoD.pdf | P1 |
| 4 | Policy on Board Diversity | Internal | P1 |
| 5 | Anti-Money Laundering and Combating terrorism Policy | Internal | P1 |
| 6 | Policy for determining "Material" Subsidiary Companies: | https://technocraftgroup.com/pdf/Policy-For-Determining-Material-Subsidiary-Companies.pdf | P1 |
| 7 | Archival Policy | https://technocraftgroup.com/pdf/Archival-Policy-TIIL.pdf | P1 |
| 8 | Preservation Policy | https://technocraftgroup.com/pdf/Preservation-Policy-TIIL.pdf | P1, P4 |
| 9 | Policy on Determination of Materiality: | https://technocraftgroup.com/pdf/Policy-on-Determination-of-Materiality-Reg.-30.pdf | P1, P4 |
| 10 | Policy on Related Party Transactions: | https://technocraftgroup.com/pdf/Policy-On-Related-Party-Transactions.pdf | P1, P4, P7 |
| 11 | Code of Conduct for Trading by Designated Person: | https://technocraftgroup.com/pdf/Code-Of-Conduct-For-Trading-By-Designated-Person.pdf | P1, P4, P7 |
| 12 | Anti-Bribery and Anti-Corruption Policy | Internal | P1, P7 |
| 13 | Risk Management Policy | Internal | P1, P2 |
| 14 | Conflict of Interest policy | Internal | P1, P4 |
| 15 | Non-discrimination policy | Internal | P1, P5, P8 |
| 16 | Supplier Code of Conduct | Internal | P2, P3, P9 |
| 17 | HR policy Manual | Internal | P3 |



| Sr. No. | Name of policy | Link to Policy | Which Principles each policies goes into |
|---------|---|---|--|
| 18 | Dividend Distribution Policy | https://technocraftgroup.com/pdf/Dividend_Distribution_Policy_TIIL.pdf | P3, P4 |
| 19 | Remuneration Policy: | https://technocraftgroup.com/pdf/Remuneration-Policy.pdf | P3, P4 |
| 20 | Corporate Social Responsibility (CSR) Policy: | https://technocraftgroup.com/pdf/Corporate-Social-Responsibility-(CSR)-Policy.pdf | P4, P8 |
| 21 | Grievance Redressal Policy | Internal | P5 |
| 22 | Child Labour | Internal | P5 |
| 23 | Prevention of Sexual Harassment policy | Internal | P5 |
| 24 | Cyber Security Policy | Internal | P9 |

| | | | | | | | | | | |
|----|--|--|-----|-----|-----|-----|-----|----|-----|-----|
| 2. | Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes |
| 3. | Do the enlisted policies extend to your value chain partners? (Yes/No) | No | | | | | | | | |
| 4. | Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | <p>The Company has following certifications:</p> <ul style="list-style-type: none"> i. BIS License for QMS for Pipe Division ii. ISO 9001:2000 certification for QMS for its Yarn Division iii. Welding Certificate issued under European Standard EN 1090-3 for execution of structural aluminium components iv. ISO 45001: 2015 (For occupational health and management system) <p>The Company strives to maintain best operating practices in its operations.</p> | | | | | | | | |
| 5. | Specific commitments, goals and targets set by the entity with defined timelines, if any. | <p>As a company and a member of the global community, it's imperative for the health of both, our business and our planet that we embrace new ways to move forward. We know sustainability is tied to business resiliency and growth, and that our size and scale can drive change that is good for all. The Company shall strive to set goals & achieve them in its ESG Journey going forward.</p> | | | | | | | | |
| 6. | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | | | | | | | | | |

Governance, leadership and oversight

| | |
|----|---|
| 7. | <p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p>A shift towards more sustainable living is not only shaping new trends in every industry and ours is not an exception. Today the variety of products where innovation is used necessitates producers to continuously improve quality and offer products with a lesser carbon footprint. While doing this, apart from the monetary factors, non-monetary aspects of sustainability are essential in all round growth of the Business. This brings us to the formal recognition to the best practices which are required to be followed by the corporate in the Environment, Social & Governance gamut.</p> <p>The Company, in coming years, plans to gear up on its sustainability efforts by controlling its emissions, improving resource consumption, making processes efficient, being energy -light and ensuring multi-pronged digital focus, helping it improve existing practices.</p> |
|----|---|



| | | |
|----|---|--|
| 8. | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Managing Directors, Whole-time Directors |
| 9. | Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | No |

| 10. Details of Review of NGRBCs by the Company: | | | | | | | | | | | | | | | | | | |
|--|--|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|----|
| Subject for Review | Indicate whether review was under taken 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 | Performance against above mentioned policies and follow up action is reviewed by the Board of Directors /Committee of Board, Nomination and Remuneration Committee, Risk Management Committee and Audit Committee, as applicable. The periodicity of these reviews is annual, once in every two to three years or whenever an update is required due to change in applicable laws. | | | | | | | | | Annually | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | The Company/Committee of Board monitors and completes the compliances on timely basis. | | | | | | | | | Quarterly | | | | | | | | |

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|----|----|----|----|----|----|----|----|
| 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. | Operationalization and effectiveness of policies have been evaluated by Dhir & Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies. Policies are also periodically evaluated and updated by various department heads, business heads and approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. | | | | | | | | |

| 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) | NA | NA | NA | NA | NA | NA | NA | NA | NA | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | NA | NA | NA | NA | NA | NA | NA | NA | NA | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | NA | NA | NA | NA | NA | NA | NA | NA | NA | |
| It is planned to be done in the next financial year (Yes/ No) | NA | NA | NA | NA | NA | NA | NA | NA | NA | |



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

| Segment | Total Number of training and awareness programmes held | Topics/ principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|---|
| Board of Directors | 4 | Legal Updates; Business Updates | 100% |
| Key Managerial Personnel | 4 | Legal Updates; Business Updates; Cyber Security | 100% |
| Employees other than BoD and KMPs | 20 | The Company periodically updates and familiarises employees & workers on following topics: ▲ Code of Conduct which covers aspects such as Corporate Governance & Good Corporate Practices ▲ Behavioural training, ▲ Skill Development, ▲ Team Building, ▲ Webinars, ▲ Safety trainings, ▲ Mock Drills | 50% |
| Workers | 40 | | 50% |

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 (basis the 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 | No fines or penalties was imposed on the Company during the year | | | | |
| Settlement | | | | | |
| Compounding Fee | | | | | |
| Non-Monetary | | | | | |
| Imprisonment | NIL | | | | |
| Punishment | | | | | |



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

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

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 committed to conduct business ethically and in compliance with all applicable laws. The Code of Business Conduct and Ethics of the Company requires that the Company, its employees and anyone acting on behalf of the Company adheres to company policies and all applicable laws and it is ensured that non-compliance of any sort would lead to strict actions. The ABAC policy of the Company is available internally to its stakeholders.

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 2022-23 | FY 2021-22 |
|-----------|------------|------------|
| Directors | NIL | NIL |
| KMPs | | |
| Employees | | |
| Workers | | |

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

| | FY 2022-23 | | FY 2021-22 | |
|--|------------|---------|------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of conflict of interest of the Directors | NIL | NIL | NIL | NIL |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | | | | |

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

During the reporting year, there was no such cases of corruptions or conflicts of interest which required action by regulators/ law enforcement agencies/ judicial institutions.

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 | Topic/principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|---|
| Ethics policies of the Company are being communicated to all our value partners through email and there is no such awareness programme being conducted. | | |



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 a robust process in place to avoid any conflict of interest and is covered under Code of Conduct for Directors and Senior Management Policy. The policies provide clear guidelines and mechanism to combat any actual or potential conflict of interest. Board members provide declarations to the Company disclosing their interest, if any.

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 the environmental and social impacts |
|-------|--|-------------------------|---|
| R&D | Nil, The Company strives to adopt technology with an aim to improve environmental & social impacts of its products, however the cost is inseparable and is not identified categorically. We look forward to identify it in coming years. | | |
| Capex | | | |

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

Yes, the Company only engages with vendors who are aligned with all statutory requirements and they are assessed also on the basis of their footprint on environmental & social aspects.

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

Nil, The Company has not yet formally assessed the exact percentage of sustainable sourcing, however it intends to set up mechanism to assess it in coming years.

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.

As specified in Leadership Indicator 4 below, certain plastic packaging is reused. Otherwise, there is no reclamation of our products.

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.

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?

| 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. |
|---|-------------------------|---------------------------------|--|---|--|
| LCA is not been conducted for the reporting period. | | | | | |



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

| Name of Product/ Service | Description of the risk/ concern | Action Taken |
|--------------------------|----------------------------------|--------------|
| NIL | | |

3. Percentage of recycled or reused input material to total material (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 | FY 2021-22 |
| Recycled Fiber | Less than 2% | Less than 2% |
| Cotton Noil Waste | Less than 1% | Less than 1% |

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 2022-23 | | | FY 2021-22 | | |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | 25% | 0 | 75% | 25% | 0 | 75% |
| E-waste | 0 | 0 | 100% | 0 | 0 | 100% |
| Hazardous Waste | 0 | 0 | 100% | 0 | 0 | 100% |
| Other waste | NA | NA | NA | NA | NA | NA |

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

| Indicate product category | Reclaimed products and their packaging materials (as percentage of products sold) for each product 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 | | | | | | | | | | | |
|---------------------------------------|-------------|------------------|--------------|--------------------|---------------|--------------------|-------------|--------------------|-------------|---------------------|-------------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 1206 | 743 | 61.61 | 1206 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Female | 98 | 75 | 76.53 | 98 | 100.00 | 98 | 100.00 | 0 | 0.00 | 0 | 0.00 |
| Total | 1304 | 818 | 62.73 | 1304 | 100.00 | 98 | 7.51 | 0 | 0.00 | 0 | 0.00 |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Total | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |



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

| % of employees covered by | | | | | | | | | | | |
|-------------------------------------|------------------|-------------------------|----------------|---------------------------|----------------|---------------------------|----------------|---------------------------|----------------|----------------------------|----------------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 461 | 219 | 47.51 | 441 | 95.66 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Female | 3 | 0 | 0.00 | 3 | 100.00 | 3 | 100.00 | 0 | 0.00 | 0 | 0.00 |
| Total | 464 | 219 | 47.20 | 444 | 95.69 | 3 | 0.65 | 0 | 0.00 | 0 | 0.00 |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 1788 | 1508 | 84.34 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 280 | 15.66 |
| Female | 41 | 22 | 53.66 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 19 | 46.34 |
| Total | 1829 | 1530 | 83.65 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 299 | 16.35 |

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

| Benefits | FY 2022-23 | | | FY 2021-22 | | |
|-----------------|---|---|---|---|---|---|
| | 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 | 82.98 | 83.33 | Y | 83.09 | 83.33 | Y |
| Gratuity | 83.33 | 33.33 | Y | 83.33 | 33.33 | Y |
| ESI | 10.51 | 53.03 | Y | 9.26 | 67.29 | Y |

3. Accessibility of workplaces

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

Yes. The Company has taken requisite steps under 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.

No, The Company believes in equal opportunity at workplace and is committed to provide so without any discrimination on the grounds of age, gender, cast, race or colour and plans to formulate the policy in coming years.

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 | 88.00 | 95.45 | 80.00 | 100.00 |
| Female | 80.00 | 80.00 | 95.00 | 63.16 |
| Total | 84.00 | 87.73 | 87.50 | 81.58 |



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, apart from reaching out to head of department & HR head, Works Committee & Grievance Committee of the Company can be approached to raise grievances. Internal Complaints Committee under POSH is also in place to deal with complaints of sexual harassment, if any. |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|---------------------------|--|---|-----------|--|---|-----------|
| | 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 | 1304 | 175 | 13.42 | 1196 | 188 | 15.72 |
| Male | 1206 | 171 | 14.18 | 1118 | 183 | 16.37 |
| Female | 98 | 4 | 4.08 | 78 | 5 | 6.41 |
| Total Permanent Worker | 464 | 0 | 0.00 | 593 | 3 | 0.51 |
| Male | 461 | 0 | 0.00 | 491 | 0 | 0.00 |
| Female | 3 | 0 | 0.00 | 102 | 3 | 2.94 |

8. Details of training given to employees and workers:

| | FY 2022-23 | | | | | FY 2021-22 | | | | |
|------------------|------------|-------------------------------|---------|----------------------|---------|------------|-------------------------------|---------|----------------------|---------|
| | Total (A) | On Health and Safety measures | | On Skill upgradation | | Total (D) | On Health and Safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 1206 | 975 | 80.85 | 601 | 49.83 | 1118 | 891 | 79.70 | 549 | 49.11 |
| Female | 98 | 47 | 47.96 | 5 | 5.10 | 78 | 43 | 55.13 | 4 | 5.13 |
| Total | 1304 | 1022 | 78.13 | 606 | 46.47 | 1196 | 934 | 78.09 | 553 | 46.24 |
| Workers | | | | | | | | | | |
| Male | 2249 | 1971 | 87.64 | 613 | 27.26 | 2122 | 1916 | 90.29 | 574 | 27.05 |
| Female | 44 | 22 | 50.00 | 22 | 50.00 | 108 | 108 | 100.00 | 108 | 100.00 |
| Total | 2293 | 1993 | 86.92 | 635 | 27.69 | 2230 | 2024 | 90.76 | 682 | 30.58 |



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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|------------------|------------|---------|---------|------------|---------|---------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| Employees | | | | | | |
| Male | 1206 | 1005 | 83.33 | 1118 | 999 | 89.36 |
| Female | 98 | 64 | 65.31 | 78 | 54 | 69.23 |
| Total | 1304 | 1069 | 81.98 | 1196 | 1053 | 88.04 |
| Workers | | | | | | |
| Male | 2249 | 2094 | 93.11 | 2122 | 2122 | 100.00 |
| Female | 44 | 28 | 63.64 | 108 | 108 | 100.00 |
| Total | 2293 | 2122 | 92.54 | 2230 | 2230 | 100.00 |

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 ensures that it takes steps to reduce the risk of incidents and maintains a safe working environment. Prioritizing occupational safety, the Company endeavours to identify and mitigate work related hazards. The Company is certified with ISO 45001: 2015 (For occupational health and management system) standards by TUV and follows all the required parameters.

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

The Company conducts Monthly review meetings by KMPs as practice, where work-related hazards/ concerns are presented and are resolved in a time bound manner. The Company has adopted HIRA – Hazard Identification & Risk Assessment system and risks are assessed & mitigated as specified in the mechanism.

- 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 adopted HIRA – Hazard Identification & Risk Assessment system and workers are trained to deal with work-hazards and report any exigencies. It maps work hazards from each zone & activity and lays down the precautions to be taken to safeguard from them.

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

Yes. The Company has entered into an agreement with a nearby hospital for providing healthcare services to its employees/ workers. The Company also conducts annual health check-up of its employees/ workers.

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

| Safety Incident/Number | Category | FY 2022-23 | FY 2021-22 |
|---|-----------|------------|------------|
| 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 | 1 |
| 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.

The Company has provided Personal Protective Equipment to the employees to minimize exposure to hazards that cause serious workplace injuries and illnesses. We also conduct periodical machine audits to ensure work place safety as much as we can.

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

| | FY 2022-23 | | | FY 2021-22 | | |
|--------------------|---|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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, No such complaints were identified | | | | | |
| Health & Safety | | | | | | |

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 100% |
| Working Conditions | 100% |

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, as no such incident was identified during the year.

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 workforce of the Company is covered by ESIC. There is an accident insurance and medical insurance policy covering all the employees & workers – who are not covered under ESIC. The Company adheres to workmen compensation mechanism as specified by law, in case of fatalities.

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

As of now there is no such mechanism to ensure that the value chain partners of the Company deduct & deposit statutory dues which they are required to deduct.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

| | Total no. of affected employees/workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|---|------------|---|------------|
| | FY 2022-23 | FY 2021-22 | FY 2022-23 | FY 2021-22 |
| Employees | Nil | | | |
| Workers | | | | |



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

There is no such programme adopted by the Company during the reporting period.

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 |
| 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, as no such risk identified.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The Company recognizes that core stakeholders are individuals, groups or institutions that bring value to its business. The company has undertaken a stakeholder mapping process, identifying key stakeholders, viz. shareholders, employees and workers, and customers. The Company identifies the importance of these stakeholders and aims to engage and collaborate with them effectively to enhance the overall value and success of the business.

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 |
|-----------------------------------|---|---|--|---|
| Customers | No | Email / SMS | Monthly/Quarterly/ Periodically need basis (at sales/ service times) | Product related information |
| Government/ Competent Authorities | No | Through returns / filings / submissions etc. | Periodically | For completing statutory compliance requirements |
| Shareholders | No | Email/ Meetings | Annually | Financial results & statutory matters; Communication about business details |
| Employees | No | In person/ Email/ SMS/ meetings/ Notice Board/ HR Portal | Continued engagement/ Daily/ Monthly/ Need basis | Employee connect session/ Health and Wellness |
| Suppliers | No | Email | Monthly | Follow up w.r.t order delivery and other deliverables |
| Investors & funders | No | Email, Meetings | Periodically | Business Operations |



| 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 |
|-------------------|---|---|--|---|
| Communities | No | Notice Board, Website, display on the locations | Periodically | CSR activities |

Leadership Indicators

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

The company meets with different stakeholders on a regular basis to discuss a range of topics linked to its commercial operations on ground and governance, social, and environmental challenges in it. In order to perform a thorough investigation and due diligence, it also hires consultants. The analysis report is then examined by management before being presented to the Board as needed.

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

Yes, the Board advises the management on the actions to be taken on the aforementioned topics and to incorporate the same in either current policies or formulate new policies as necessary based on the discussion between the Board and the management.

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

No instances were identified during reporting period.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials 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 2022-23 | | | FY 2021-22 | | |
|----------------------|------------|---------------------------------------|---------|------------|---------------------------------------|---------|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | Nil | | | | | |
| Other than permanent | | | | | | |
| Total Employees | | | | | | |
| Workers | | | | | | |



| Category | FY 2022-23 | | | FY 2021-22 | | |
|----------------------|------------|---------------------------------------|---------|------------|---------------------------------------|---------|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Permanent | Nil | | | | | |
| Other than permanent | | | | | | |
| Total Workers | | | | | | |

The Company did not impart any specific Human Rights training during the reporting period however it looks forward to take up the same in coming years.

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

| Category | FY 2022-23 Current Financial Year | | | | | FY 2021-22 Previous Financial Year | | | | |
|----------------------|--------------------------------------|-----------------------|-----------|------------------------|-----------|---------------------------------------|-----------------------|-----------|------------------------|-----------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Permanent | 1304 | 151 | 11.58 | 1153 | 85.51 | 1196 | 124 | 10.37 | 1072 | 89.63 |
| Male | 1206 | 149 | 12.35 | 1057 | 87.65 | 1118 | 120 | 10.73 | 998 | 89.27 |
| Female | 98 | 2 | 2.04 | 96 | 97.96 | 78 | 4 | 5.13 | 74 | 94.87 |
| Other than Permanent | Nil | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Workers | | | | | | | | | | |
| Permanent | 464 | 279 | 60.13 | 185 | 39.87 | 593 | 393 | 66.27 | 200 | 33.73 |
| Male | 461 | 279 | 60.54 | 182 | 39.48 | 491 | 294 | 59.88 | 197 | 40.12 |
| Female | 3 | 0 | 0.00 | 3 | 100.00 | 102 | 99 | 97.06 | 3 | 2.94 |
| Other than Permanent | 1829 | 141 | 7.71 | 1688 | 92.29 | 1640 | 205 | 12.50 | 1435 | 86.50 |
| Male | 1788 | 122 | 6.82 | 1666 | 93.18 | 1631 | 199 | 12.20 | 1432 | 87.80 |
| Female | 41 | 19 | 46.34 | 22 | 53.66 | 9 | 6 | 66.67 | 3 | 33.33 |

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

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ Salary/ Wages of respective category | Number | Median remuneration/ Salary/ Wages of respective category |
| Board of Directors (BoD)* | 5 | 1,46,40,000 | 0 | Nil |
| Key Managerial Personnel§ | 6 | 1,46,40,000 | 0 | Nil |
| Employees other than BoD and KMP | 1200 | 4,64,772 | 98 | 4,53,690 |
| Workers | 2252 | 2,81,916 | 41 | 2,04,290 |

* This category covers only salaried directors and excludes Non-Executive Directors who receive sitting fees

§ This category includes the KMPs which are part of Board of Directors category



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, Head of Department, Head of all plants and Head office takes care of all human rights related issues.

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

The Company has an Employee - worker participation committee, wherein human rights related concerns or grievances are addressed and are resolved. The Committee ensures that all the complains are taken into account while ensuring privacy of the employees and workers and are resolved in a time bound manner.

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

| | FY 2022-23 | | | FY 2021-22 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | NIL | | | NIL | | |
| Discrimination at workplace | | | | | | |
| Child Labour | | | | | | |
| Forced Labour/Involuntary Labour | | | | | | |
| Wages | | | | | | |
| Other human rights related issues | | | | | | |

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

No, the Company believes in creating safe and positive workplace for the employees. The Company has a Whistle Blower and POSH Policy whereby identity of the person raising the grievance is protected also ensuring no adverse impact on the employment.

8. Do human rights requirements form part of your business agreements and contracts?

No, The Company is in process of revising its standard agreement templates as well as to include human rights provisions (where Company does not use its standard agreement templates), to ensure human rights requirements form a part its business agreements.

9. Assessments for the year:

| | % of your plants and Offices that were assessed (by entity or statutory authorities or third parties) |
|------------------------------------|---|
| Child Labour | Nil, there is no formal assessment for the said aspects carried out, however, statutory compliances pertaining to these are being taken care of |
| Forced/involuntary labour | |
| Sexual Harassment | |
| 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.

Not Applicable, as no such risks identified.



Leadership Indicators

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

No such modifications are incorporated, however the Company ensures to abide to all the norms present in its policies & strictly adhere to it.

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

The Company did not conduct any due diligence during the year.

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, the Company's plants and office are accessible to differently abled visitors. The offices and plants have ramps, lift facilities and wheelchair-accessible entrances.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|------------------------------------|---|
| Sexual Harassment | Nil, there is no formal assessment mechanism in place |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour / Involuntary Labour | |
| Wages | |

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

Not Applicable, as no such risks have been identified by the Company.

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

Essential Indicators

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

| Parameter | FY 2022-23 | FY 2021-22 |
|---|-------------|-------------|
| Total electricity consumption (A) | 2,41,691.35 | 2,64,233.58 |
| Total fuel consumption (B) | 29,635.15 | 41,876.17 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumption (A+B+C) | 2,71,326.50 | 3,06,109.75 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) Gigajoules/Lakhs | 1.49 | 1.84 |

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

No independent assessment/ evaluation conducted.

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

None of our sites are covered under PAT Scheme of Gol.



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

| Parameter | FY 2022-23 | FY 2021-22 |
|--|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 81,290 | 85,319 |
| (ii) Groundwater | 0 | 0 |
| (iii) Third part Water | 3,64,825 | 2,91,049 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 16,61,504 | 1,89,481 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 21,07,619 | 5,65,849 |
| Total volume of water consumption (in kilolitres) | 21,07,619 | 5,65,849 |
| Water intensity per rupee of turnover (Water consumed / turnover) Kilolitres/lakhs | 11.55 | 3.39 |

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

No independent assessment/ evaluation conducted.

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

Yes, Zero Liquid Discharge has been implemented in Drum, Textile and Pipe division.

The company has successfully installed RO-1, RO-2, RO-3, Nano, STP, ETP and MEE Plant.

We have provided full-fledged ETP for the treatment T.E. which comprises of primary, secondary & tertiary treatment followed by ultra-filtration and 4 stage RO. Reverse Osmosis permeate is used for utility purpose and thus industry has achieved ZLD. RO rejects further treatment in ATFD & MEE plant. We have provided STP for the treatment of domestic effluent. Treated water is used on land for Gardening purpose.

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

| Parameter | Please specify unit | FY 2022-23 | FY 2021-22 |
|-------------------------------------|--|------------|------------|
| NOx | Nil, this data could not be assessed, as the provided air emission analysis reports did not mention the running hours of the stacks, necessary for the computation of Air emissions. | | |
| SOx | | | |
| Particulate matter (PM) | | | |
| Persistent organic pollutants (POP) | | | |
| Volatile organic compounds (VOC) | | | |
| Hazardous air pollutants (HAP) | | | |
| Ozone (O3) | | | |
| Lead (Pb) | | | |
| Carbon Monoxide (CO) | | | |
| Ammonia(NH3) | | | |
| Benzene (C6H6) | | | |
| Arsenic (As) | | | |
| Nickel (Ni) | | | |

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

No independent assessment/ evaluation conducted.



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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|--|---|-------------|-------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 1,42,362.83 | 1,04,364.00 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 54,380.55 | 59,452.56 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | Metric tonnes of CO ₂ equivalent/lakhs | 1,42,363.13 | 1,04,364.35 |

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

No independent assessment/ evaluation conducted.

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

The Company shall take steps to reduce its GHG emissions in a structured manner in coming years.

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

| Parameter | FY 2022-23 | FY 2021-22 |
|---|------------|------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 57.345 | 55.59 |
| E-waste (B) | 1.135 | 0 |
| Bio-medical waste (C) | 0 | 0 |
| Construction and demolition waste (D) | 2.5 | 4 |
| Battery waste (E) | 0.25 | 0 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste. Please Specify, if any. (G) | 1675.125 | 1874.56 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | | |
| M.S. Scrap | 6743.275 | 7614.599 |
| Aluminium Scrap | 540.727 | 640.386 |
| Bearing | 0.545 | 1.14 |
| Copper Scrap | 4.349 | 4.8203 |
| Corrugated Boxes | 2.105 | 0.83 |
| Grinding wheel | 0.244 | 0.635 |
| Rubber Gasket/Powder Scrap | 21.055 | 35.94 |
| S.S. Scrap | 19.094 | 28.814 |
| Electrical Scrap | 3.86 | 1.27 |
| Copper Cable Scrap | 2.233 | 1.027 |
| Rej. Cutter | 0.24 | 0 |
| Rej. Motar | 0.055 | 0 |
| Rej. Drill | 0.06 | 0.0675 |
| Zinc Scrap | 508.8 | 299.48 |



| Parameter | FY 2022-23 | FY 2021-22 |
|--|------------|------------|
| Coal Ash | 660.59 | 586.48 |
| Break-up by composition i.e., materials relevant to the sector | 2965.503 | 4521.823 |
| M.S. Turning | 158.96 | 135.52 |
| M.S. Beed | 150.82 | 114.65 |
| M.S.Punching | 4608.95 | 4107.435 |
| M.S. Rejected Pipe | 63.75 | 158.63 |
| Total (A+B + C + D + E + F + G + H) | 18192.242 | 20188.733 |
| <i>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</i> | | |
| <i>Category of waste</i> | | |
| (i) Recycled | 0 | 0 |
| (ii) Re-used | 384.575 | 150 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 384.575 | 150 |
| <i>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</i> | | |
| <i>Category of waste</i> | | |
| (i) Incineration | 0 | 0 |
| (ii) Landfilling | 796.63 | 781.5 |
| (iii) Other disposal operations | 660.6 | 586.48 |
| Total | 1457.23 | 1367.98 |

Since employees & workers are treated at empanelled hospital, no bio-medical waste being generated at our work-place

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

No independent assessment/ evaluation conducted.

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

Respective waste types as governed by regulations/ rules of the Environment Protection Act, 1986 are being collected, stored & disposed off in a manner as specified by relevant applicable legislation.

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:

| S. No. | Location of operations/offices | Types 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. |
|--|--------------------------------|---------------------|--|
| The company does not carry its operations in any ecologically sensitive areas. | | | |



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 |
|--|----------------------|------|---|--|-------------------|
| Not Applicable. As per MoEF (Ministry of Environment, Forest & Climate Change), the industry/operations do not have to provide any environmental clearance/ EIA. | | | | | |

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:

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

Leadership Indicators

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

| Parameter | FY 2022-23 | FY 2021-22 |
|--|-------------|-------------|
| From renewable sources | | |
| Total electricity consumption (A) | 0 | 0 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 0 | 0 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 2,41,691.35 | 2,64,233.58 |
| Total fuel consumption (E) | 29,635.15 | 41,876.17 |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | 2,71,326.50 | 3,06,109.75 |

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

No independent assessment/ evaluation conducted.

2. Provide the following details related to water discharged:

| Parameter | FY 2022-23 | FY 2021-22 |
|---|---|------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | Due to the successful implementation of Zero liquid Discharge, there is no quantification of the water discharge. | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (ii) To Groundwater | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |



| Parameter | | FY 2022-23 | FY 2021-22 |
|--|--|------------|------------|
| (iii) | To Seawater | | |
| | - No treatment | | |
| | - With treatment - please specify level of treatment | | |
| (iv) | Sent to third-parties | | |
| | - No treatment | | |
| | - With treatment - please specify level of treatment | | |
| (v) | Others | | |
| | - No treatment | | |
| | - With treatment - please specify level of treatment | | |
| Total water discharged (in kilolitres) | | | |

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.

There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

3. 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 2022-23 | FY 2021-22 |
|---|---|---|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | None of our plants operate in water stress area | None of our plants operate in water stress area |
| (ii) Groundwater | | |
| (iii) Third party water | | |
| (iv) Seawater / desalinated water | | |
| (v) Others | | |
| <i>Total volume of water withdrawal (in kilolitres)</i> | | |
| Total volume of water consumption (in kilolitres) | | |
| Water intensity per rupee of turnover (Water consumed / turnover) | | |
| Water intensity (optional) - the relevant metric may be selected by the entity | | |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | None of our plants operate in water stress area | None of our plants operate in water stress area |
| - No treatment | | |
| - With treatment -please specify level of treatment | | |
| (ii) Into Groundwater | | |
| - No treatment | | |
| - With treatment -please specify level of treatment | | |



| Parameter | FY 2022-23 | FY 2021-22 |
|---|------------|------------|
| iii) Into Seawater | | |
| - No treatment | | |
| - With treatment -please specify level of treatment | | |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment -please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment -please specify level of treatment | | |
| Total water discharged (in kilolitres) | | |

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 any independent assessment/ evaluation being done.

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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|--|---|---|------------|
| Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃,if available) | <i>Metric tonnes of CO₂ equivalent</i> | Considering the level of quantification required for scope 3 calculation, currently the Company is not evaluating the emission and intensity. However, shall start assessing the same from the coming year. | |
| Total Scope 3 emissions per rupee of turnover | | | |
| Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity | | | |

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

No any independent assessment/ evaluation being done.

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.

None of the offices/plants of the Company operate near ecologically sensitive areas.

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:

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|--|---|---------------------------|
| 1 | To reduce the usage of hazardous and toxic chemicals we have established strategy to reduce the drag out in the process, syphoning the water in the process. The same is under implementation. | Innovative inhouse developed barrels in the electro plating plant. 6 nos. implemented. Further optimization in the design is going on to get reduction of drag out approximately 50%. | - |



| Sr. No | Initiative undertaken | <i>Details of the initiative (Web-link, if any, may be provided along-with summary)</i> | Outcome of the initiative |
|--------|------------------------------------|--|---|
| 2 | Treatment of Industrial Effluents | The Company has been actively working with an IIT Professor who invented Nanocarbon Florets to Treat Industrial Effluents 'Nanomaterials' are revolutionising the way we do things with applications in medicine, electronics and biocompatible materials, to name a few. Scientists are studying various nanoforms of carbon—nanotubes, nanocones, nanohorns, two-dimensional graphene and even carbon onions Now, researchers from the Indian Institute of Technology Bombay have added a new form to this list called nano carbon florets. These nano-sized florets, shaped like marigold flowers, have much more than just good looks to flaunt; they can help keep the environment clean by removing harmful heavy metal pollutants from industrial effluents | In a study published in the journal ACS Applied Nano Materials, Prof. C Subramaniam and his team from the Department of Chemistry have designed nanocarbon florets that can remove up to 90% of pollutants containing arsenic, chromium, cadmium and mercury from the installed ETP. |
| 3 | Installation of Solar Panels | | Solar utilizes lower powered items such as LED / CFL lamps, lower powered electronics, etc. that do not use as much power as standard electric systems. Also, LEDs are powered from 12 VDC initially and require AC adapters to power with standard electric. By using DC power for LEDs, they are able to operate more efficiently by providing more light and less heat. In this way, electricity can be saved. |
| 4 | LED lights for energy conservation | | It helps to conserve energy, in various ways: 1.High Energy Efficiency: LED (Light Emitting Diode) lights are highly energy-efficient compared to traditional incandescent or fluorescent bulbs. 2.Low Power Consumption: LED lights require significantly less power to produce the same amount of light as traditional bulbs. Long Lifespan: LED lights have a much longer lifespan compared to traditional bulbs. |



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

Yes, The Company's safety policy is prepared to handle any incident that may occur at any time as a result of its own operations or outside influences. The company Continuity Plan document offers guidelines and processes to help process owners carry out the mentioned tasks in order to limit company operations disruptions and their effects on brand image. It presents a list of potential occurrences that, if they take place, could disrupt operations or discontinue supplying customers. For any incident or Disaster the company has a documented Emergency Evacuation plan along with the Emergency Response team and their responsibilities documented. Mock drills are conducted once in 6 months along with Firefighting training (P.A.S.S.). Currently the company is manually copying data in the external drive and keeping that drive in another location. Frequency of comping is one month. Also for automatic we are in configuration state, within 15 - 20 day we will be able to achieve automatic backup.

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 undertaken any mitigation or adaptation measures as of yet.

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

The Company has not undertaken any mitigation or adaptation measures as of yet.

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.

The Company is affiliated with 7 National Chambers/Associations

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

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|---|---|
| 1 | Confederation of Indian Export Organisations | National |
| 2 | The Council of EU Chamber of Commerce | National |
| 3 | Confederation of Indian Textile Industry | National |
| 4 | Steel Drum Association of India | National |
| 5 | Cotton Association of India | National |
| 6 | The Cotton Textile Export Promotional Council | National |
| 7 | Bombay Textile Research Association | State |

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

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| | Nil | |



Leadership Indicators

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

| S. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify) | Web Link, if available |
|--|-------------------------|-----------------------------------|--|---|------------------------|
| Mumbai High Court Order dated 13th January, 2023 passed in Writ Petition filed by The Company is in public domain (Writ Petition No. 3202 OF 2022 filed in the Hon'ble High Court of Judicature at Bombay – Ordinary Side). It was regarding a case of filing of Shipping Bill with “Y” in MEIS column and where Customs recorded as “N”. A large number of exporters could not get their MEIS benefit due to this error in Customs software. All those who are affected by this were able to use this judgement and claim their MEIS. | | | | | |

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|--------|--|-------|----------|---|--------------------------|---|
| NA | | | | | | |

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

HR department & Factory head of each plant takes care of grievances raised by the community, if any.

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

| | FY 2022-23 | FY 2021-22 |
|---|---|------------|
| Directly sourced from MSMEs/ small producers | 1.8% | 1.8% |
| Sourced directly from within the district and neighboring districts | Almost 100% of our input material is sourced from Maharashtra, district wise sourcing data is not available | |

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):

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| NIL | |



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

| S. No. | State | Aspirational District | Amount spent (In INR) |
|----------------|-------|-----------------------|-----------------------|
| Not Applicable | | | |

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

While there is no preferential procurement policy the company follows business practices that enabled the stakeholders to be part of our sustainable journey.

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

The Company does not procure for marginalized/vulnerable groups as of yet.

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

The Company does not procure for marginalized/vulnerable groups as of yet.

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 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 | CSR with IIT Mumbai | The Company is working towards building 'Technocraft Centre for Applied Artificial Intelligence' (TCA2I), a research centre to foster collaboration between industry and academia in applied AI – in collaboration with IIT, Mumbai to cater to the rising demand for qualified manpower in the area of artificial intelligence (AI) and data sciences (DS); which shall benefit students in future. | Not ascertainable currently |



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.

For the Company, customer satisfaction is of utmost concern. The Company is committed to respond to all questions and issues promptly and openly. It has a reliable system in place to monitor and address any consumer complaints or feedback. The Company strives to give an end to end solution to its consumers.

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 | |
| Recycling and/or safe disposal | |

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

| | FY 2022-23 | | Remarks | FY 2021-22 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | NIL | | | | | |
| Advertising | | | | | | |
| Cyber-security | | | | | | |
| Delivery of essential services | | | | | | |
| Restrictive Trade Practices | | | | | | |
| Unfair Trade Practices | | | | | | |

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary Recalls | NIL | |
| Forced Recalls | | |

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

Yes. The Company has a privacy policy available at <http://technocraftgroup.com/Privacy-Policy.aspx>.

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, as no such instances occurred during the year.

Leadership Indicators

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

Details of products of The Company are available on its website – www.technocraftgroup.com and being a B2B business, does not have any details in social media.



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

The products of the Company are predominantly B2B and respective products contains environment safety logos as mandated by law and contains information about safe disposal/ recycle.

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

The Company does not come under essential services and any closure of our operations is intimated to statutory authorities & consumers from time to time.

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)

The Company adheres to the statutory display requirements as mandated by law applicable.

Since The Company is in B2B sector, regular feedback from distributors is obtained.

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