

# Business Responsibility and Sustainability Report

## INTRODUCTION

This Business Responsibility and Sustainability Report provides an overview of the activities carried out by the Company under each of the nine principles as outlined in the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVG) released by the Ministry of Corporate Affairs and is in accordance with the Securities and Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements) Regulations, 2015.

## SECTION A – GENERAL DISCLOSURES

### Details

1.	Corporate Identity Number (CIN) of the Listed Entity	L31402WB1934PLC007993
2.	Name of the Company	Eveready Industries India Ltd.
3.	Year of incorporation	1934
4.	Registered office address	2, Rainey Park, Kolkata- 700019
5.	Corporate address	As above
6.	E-mail	investorrelation@eveready.co.in
7.	Telephone	033-2486 4961
8.	Website	www.evereadyindia.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	NSE, BSE & CSE
11.	Paid-up Capital	₹ 3,634.36 Lakhs
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Arun Sahay aksahay@eveready.co.in
13.	Reporting boundary	Disclosures made in this Report are on a standalone basis.

### Products/Services

#### 14. Details of business activities (accounting for 90% of the turnover) –

Description of main activity	Description of business activity	% of turnover
Consumer Goods	The products of the Company includes dry cell batteries, flashlights, lighting and electrical products.	100 %

#### 15. Products/services sold by the entity (accounting for 90% of the entity's turnover) –

S. No.	Product/services	NIC Code	% of total turnover contributed
1.	Dry Cell Batteries	27201	65.67%
2.	Flashlight (Torches)	27400	12.51%
3.	Lighting and Electricals	27400	22.42%

### Operations

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

Location	Number of plants	Number of zonal offices	Total
National	6	4	10
International		Not Applicable	

#### 17. Markets served –

a) Number of locations –	National (No. of states)	Pan India
	International (No. of countries)	4

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

In FY 2022-23, the Company exported 1.6% of its turnover from India to countries outside.

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

The Company is in the business of consumer goods being dry cell batteries, flashlights, lighting and electrical products. It has a large distribution network over its distributors, stockist and customers both in urban and rural areas.

**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)
<b>Employees</b>						
1.	Permanent (D)	1,121	1,078	96.17%	43	3.83%
2.	Other than permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1,121	1,078	96.17%	43	3.83%
<b>Workers</b>						
4.	Permanent (F)	811	685	84.46%	126	15.53%
5.	Other than permanent (G)	781	781	100.00%	-	-
6.	Total workers (F + G)	1,592	1,466	92.08%	126	7.91%

**b) Differently abled employees and workers –**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	1,121	1	0.08%	-	-
2.	Other than permanent (E)	-	-	-	-	-
3.	Total (D + E)	1,121	1	0.08%	-	-

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

Particulars	Total (A)	No. and % of females	
		No. (B)	% (B / A)
Board of Directors	12	1	8.33%
Key Management Personnel	3	1	33.3%

**20. Turnover rate for permanent employees and workers -**

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	42.00%*	20.00%	41.00%	27.00%	17.00%	27.00%	15.00%	14.00%	14.00%
Permanent workers	4.67%	-	4.67%	3.01%	-	3.01%	4.03%	-	4.03%

\* Attrition due to high turnover of frontline sales staff

**Holding, subsidiary and associate companies (including joint ventures)****21. a) As of March 31, 2022 –**

S. No.	Name	Holdings/ subsidiary/ associate/ joint venture	% of shares held by listed entity
1.	Greendale India Limited	Subsidiary	100%
2.	Everspark Hongkong Private Limited	Subsidiary	100%
3.	Preferred Consumer Products Private Limited	Associate upto March 20, 2023	Not Applicable

**CSR Details**

22. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013** - Yes  
 (ii) **Turnover (in ₹)** – 1,327.73 Crores  
 (iii) **Net worth (in ₹)** – 316.56 Crores

**Transparency and Disclosure Compliances**

23. **Complaints/grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC) –**

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  If Yes, then provide web-link for grievance redress policy	FY 2022-23		FY 2021-22	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes, the Company has various channels for all its stakeholders to vocalize grievances, both internally and externally and the same is communicated to its stakeholders.	-	-	-	-
Investors (other than shareholders)		-	-	-	-
Shareholders		33	-	12	-
Employees and workers		-	-	-	-
Customers		2,697	-	6,805	-
Value chain partners		-	-	-	-
Others (violation of code of business conduct and ethics)		-	-	-	-

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:

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive / negative Financial implications
GHG Emissions	Opportunity	The Company has initiated substantial measures to set up efficient systems and processes to reduce GHG Emissions.		Positive
Waste Management	Opportunity	The Company has a robust system of collection and recycling processes in place with an intent to reduce e-waste, hazardous waste, plastic and other wastes like paper, metal and wood.		Positive
Energy Management	Opportunity	The Company has embarked on Energy saving processes and considering deployment of alternative energy in future.		Positive
Water Management	Opportunity	Rainwater harvesting is being practiced at majority of the manufacturing locations. The Company has systems and processes in place to control usage of water resource.		Positive
CSR	Opportunity	The outreach of the Company to the community is being continuously reassessed for wider application to financially challenged segments of the population in the locations where the Company operates.		Positive
Human Rights	Opportunity	The Company recognizes and respects Human Rights and has adopted a Human Rights policy inclusive of setting up of a Grievance Redressal Mechanism for addressing Human Rights issues.		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**

S. No.	Principle Description									
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
P1	Businesses should conduct and govern themselves with integrity and 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 to all their stakeholders									
P5	Businesses should respect and promote human rights									
P6	Businesses should respect and make efforts to protect and 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									
<b>Disclosure questions</b>										
<b>Policy and management processes</b>										
1.	<b>a. Whether your entity’s policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>					Yes				
	<b>b. Has the policy been approved by the Board? (Yes/No)</b>					Yes				
	<b>c. Web-link of the policies, if available</b>					<a href="https://www.evereadyindia.com/brsr-policies.html">https://www.evereadyindia.com/brsr-policies.html</a>				
2.	<b>Whether the entity has translated the policy into procedures. (Yes / No)</b>					Yes				
3.	<b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>					Yes				
4.	<b>Name of the national and international codes / certifications / labels / standards (e.g. Forest stewardship council, Fair trade, Rainforest alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.</b>					The Company’s manufacturing facilities have well-defined Safety, Health and Environment (SHE) and Quality Management and Occupational Health and Safety Management Systems in place, aligned with International Standards like ISO-9001, ISO-14001, ISO-45001 and ISO-50001.  The relevant products of the Company are BIS compliant or BEE Energy Star rated as per requisite applicability.				
5.	<b>Specific commitments, goals and targets set by the entity</b>					Yes				
6.	<b>Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met</b>									

**Governance, leadership and oversight**

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

The Company endeavors to continuously strive towards sustainability accompanied with growth and believes that it’s success would be determined to a great extent by it’s proactive response to it’s environmental, social and governance targets and achievements and has taken and will strive to continue to take measures to build a better and greener tomorrow with it’s business conduct and it’s response to sustainability issues pertaining to environmental and social matters.

**8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy/policies**

Board of Directors.

9. Does the entity have a specified committee of the Board/ Director responsible for decision making on sustainability-related issues? (Yes / No). If yes, provide details.

No.

10. Details of review of NGRBCs by the company –

Subject for review	Indicate whether the review was undertaken by Director/committee of the board/ any other committee									Frequency (Annually/ half-yearly/ quarterly/ any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action																	
Compliance with statutory requirements of relevance to the principles and the rectification of any non-compliances					Yes													

Annually

The compliance is checked quarterly and policies are updated as and when required

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
				No				

12. If answer to question (1) above is “No” i.e., not all principles are covered by a policy, reasons to be stated – Not Applicable

## 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	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	Principles of NGBRC and Policies thereon	100%
Key Managerial Personnel	1	Principles of NGBRC and Policies thereon	100%
	1	POSH awareness and Policy thereon	
	1	Safety and Health awareness	
	1	Principles of NGBRC and Policies thereon	100%
Employees other than BoD and KMPs	1	POSH awareness and Policy thereon	
	34	Safety and Health awareness	
	21	Sales training/workshop	
	13	Product knowledge and training	
	46	Skill development	
Workers	86	Safety and Health awareness	100%
	115	Skill development	

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

No material fines under any of the principles of NGBRC were paid in FY 2022-23.

No non-monetary fines or penalties under any of the principles of NGBRC in FY 2022-23.

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

Not applicable.

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

Yes, <https://www.evereadyindia.com/brsr-policies.html>.

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

No such actions have been taken against our Directors/KMPs/employees/workers both for FY 2021-22 and FY 2022-23.

**6. Details of complaints with regard to conflict of interest –**

No complaints have been received in relation to issues of Conflict of Interest of the Directors and in relation to issues of Conflict of Interest of the KMPs both for FY 2021-22 and FY 2022-23.

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

Not Applicable.

**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	-	-	As mentioned below
CAPEX	16.57%	10.01%	As mentioned below

The Company's Research and Development Centre, established in the year 1976, is located in Kolkata. Over the years, the Centre achieved recognition under the 'Department of Science and Industrial Research (DSIR)', Government of India. The Company's manufacturing capabilities are equipped with globally benchmarked technology platforms and the Company follows the best-in-class operating standards, with focus on quality (ISO-9000), environmental best practices (ISO-14000) and rapid adoption of technology.

The modern Laboratory is equipped for testing Zinc Carbon Batteries, Alkaline Batteries, NiMH/NiCd Batteries, Lithium Cells, Lead Acid Batteries and Button Cells as per Indian and International standards and upgradation of LED Testing facilities to improve the process and product performance across all segments of LED Lighting. This ensures the Company's strength to move forward as market leader, develop techno commercially viable products, digitization of operations, process automations, productivity improvement and innovation in the field of environment-friendly products and recycling of hazardous waste, reduction of usage of paper, reduction of plastic usage, etc.

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

Yes, preference is always given to sourcing of input materials from local suppliers, particularly ISO-9001, ISO-14001 and ISO-45001 certified suppliers. All suppliers and transporters are encouraged to address social and environmental requirements. The Company has in place a Policy/Code for Suppliers to inter-alia promote sustainability across the supply/value chain and all suppliers are expected to meet the requirements of this Code and guidance is provided on aspects of sustainability to improve their awareness.

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

60% of the inputs were sourced sustainably.

**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.**

- Plastic waste generated during process, including pre-consumer plastic waste generated, out of raw material supply packaging are segregated and recycled to authorized plastic waste handlers and recyclers.
- E-waste is identified and kept separately for disposal to recyclers authorized by the Central/State Pollution Control Board (PCB).
- Hazardous waste generated is kept safely and disposed to PCB authorized Recyclers / Common Hazardous Waste Treatment Storage & Disposal Facilities.
- Other waste like paper, metal, wood etc. are segregated and disposed to the respective scrap handlers.

All the necessary regulatory compliances are being followed. The Company receives disposable and re-cycling certificates from the respective plastic waste recyclers.

In FY2022-23, the Company recycled 1.56 MT of e-waste and 761.780 MT of plastic packaging waste.

**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 EPR plan submitted to Pollution Control Boards?**

Yes. The waste collection plan is in-line with the EPR plan submitted to Central Pollution Control Board.

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

**Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Employee</b>											
Male	1,078	1,078	100%	1,078	100%	-	-	1,078	100%	-	-
Female	43	43	100%	43	100%	43	100%	-	-	-	-
<b>Total</b>	<b>1,121</b>	<b>1,121</b>	<b>100%</b>	<b>1,121</b>	<b>100%</b>	<b>43</b>	<b>100%</b>	<b>1,078</b>	<b>100%</b>	<b>-</b>	<b>-</b>

**b. Details of measures for the well-being of workers –**

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Workers</b>											
Male	685	685	100%	685	100%	-	-	-	-	-	-
Female	126	126	100%	126	100%	126	100%	-	-	126	100%
<b>Total</b>	<b>811</b>	<b>811</b>	<b>100%</b>	<b>811</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**2. Details of retirement 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	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	31.22%	75.11%	Yes	27.31%	71.63%	Yes
Superannuation	16.00%	-	Yes	24.00%	-	Yes

**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, as applicable.

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

Yes. <https://www.evereadyindia.com/brsr-policies.html>

**5. Return to work and Retention rates of permanent employees and workers that took parental leave –**

	Permanent employee		Permanent worker	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male			Not Applicable	
Female	100%	100%	100%	100%
<b>Total</b>	<b>100% for permanent employees and workers that took maternity leave.</b>			

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

<b>(If Yes, then give details of the mechanism in brief)</b>	
Permanent workers	Yes, the Company has a Vigil Mechanism/Whistle Blower Policy, as well as a Grievance Redressal Mechanism which is also updated on the website of the Company and accessible at <a href="https://www.evereadyindia.com/brsr-policies.html">https://www.evereadyindia.com/brsr-policies.html</a>
Other than permanent workers	
Permanent employees	
Other than permanent employees	

**7. Membership of employees and workers in association(s) or Unions recognized by the listed entity –**

	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)
<b>Total Permanent Employees</b>	<b>1,121</b>	-	-	<b>1,241</b>	-	-
Male	1,078	-	-	1,211	-	-
Female	43	-	-	30	-	-
<b>Total Permanent Workers</b>	<b>811</b>	<b>258</b>	<b>31.81%</b>	<b>833</b>	<b>405</b>	<b>48.61%</b>
Male	685	258	37.66%	698	405	58.00%
Female	126	123	98.00%	135	132	98.00%



**8. Details of training given to employees and workers –**

Category	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)
<b>Employees</b>										
Male	1,078	1,078	100.00%	1,078	100.00%	1,211	1,211	100.00%	1,211	100.00%
Female	43	43	100.00%	43	100.00%	30	30	100.00%	30	100.00%
<b>Total</b>	<b>1,121</b>	<b>1,121</b>	<b>100.00%</b>	<b>1,121</b>	<b>100.00%</b>	<b>1,241</b>	<b>1,241</b>	<b>100.00%</b>	<b>1,241</b>	<b>100.00%</b>
<b>Workers</b>										
Male	685	622	90.80%	640	93.40%	698	614	88.00%	628	90.00%
Female	126	126	100.00%	126	100.00%	135	135	100.00%	135	100.00%
<b>Total</b>	<b>811</b>	<b>748</b>	<b>92.20%</b>	<b>766</b>	<b>94.45%</b>	<b>833</b>	<b>749</b>	<b>90.00%</b>	<b>763</b>	<b>91.00%</b>

**9. Details of performance and career development reviews of employees and workers –**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1,078	1,078	100%	1,211	1,211	100%
Female	43	43	100%	30	30	100%
<b>Total</b>	<b>1,121</b>	<b>1,121</b>	<b>100%</b>	<b>1,241</b>	<b>1,241</b>	<b>100%</b>
<b>Workers</b>						
Male	685	685	100%	698	698	100%
Female	126	126	100%	135	135	100%
<b>Total</b>	<b>811</b>	<b>811</b>	<b>100%</b>	<b>833</b>	<b>833</b>	<b>100%</b>

**10. Health and safety management system –**

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

Yes. All the manufacturing facilities have well-defined Safety, Health and Environment (SHE) and Quality Management Systems aligned with International Standards like ISO-9001, ISO-14001, ISO-45001 and ISO-50001 and Occupational Health and Safety Management Systems in place, steered by robust safety procedures and emergency response plan to cover all the manufacturing process, equipment, hazards etc. across all the offices, manufacturing facilities, godowns / warehouses.

The Occupational Health and Safety Management Systems covers all the employees who equally participate to mitigate all the unsafe acts and conditions to make the workplace safer and environment friendly within the manufacturing operations.

**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 undertakes periodic internal and external audits in order to ensure the compliance of occupational Health and Safety management system within its manufacturing operations. Work related hazards and risk assessment thereof are identified by implementation of robust safety procedures and emergency response plan to cover all the manufacturing process, equipment, hazards etc. across all the offices, manufacturing facilities, godowns / warehouses.

SHE awareness and trainings, audits and inspections are carried out as per the guidelines of ISO-45001 standard. Standard Operating Procedures (SOP), Job Safety Health Analysis and procedures for Hazard Identification and Risk Assessment (HIRA) have been established and implemented. Hazardous Work Permits are used for all Hazardous operations under an authorised supervisor.

The Company's systems facilitate implementation of best safety practices which are continuously reviewed at regular intervals.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?**

Yes. The Company has a SOP for workers to identify and report on work-related hazards and the subsequent steps to mitigate them. Workers have access to hazard identification slips and suggestion box for any work-related hazards and also have an equal participation in the General Safety Committee Meeting which is held every month to raise any work-related safety concerns. Observations, if any, are noted in the daily operational log book for generation of actionable plan(s).

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

Yes, the employees/ workers have access to non-occupational medical and healthcare services, as applicable.

**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	1.64	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	4*	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

\* Minor injuries

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

Employees undergo a new Employee Safety Training program on joining the Company. All employees adhere to the Safety Procedures and Emergency Response Plan of the unit which enables them to work in a safe and healthy environment. SOP's are displayed in English and vernacular language. Safety awareness and training programs are conducted on regular intervals as per the gap analysis to promote and imbibe safety culture. Fire drill and evacuation drill is conducted at scheduled intervals to continuously train on fire safety. Fire detection, fire alarm and requisite support system for Fire Suppression is available to mitigate fire in case of any eventuality. Annual Maintenance Contracts are in place to cater to the servicing requirement of the utilities and firefighting equipments. Factory operations is supported by full time emergency vehicle for any unforeseen incident. Special thrust on safety is given at the design stage of the equipment to minimize man machine interface. All exits are clearly lit up and kept clear from all obstructions. Factory Layouts are designed for speedy evacuation. Safety Improvement Projects are undertaken based on the Safety Tours and Safety Meetings to improve upon the SHE aspects of the Company. Annual SHE Audit is conducted primarily based on IS 14489:2018 by a third party to evaluate the safety status and scope of its improvement.

**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	-	-	-	-	-	-
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.**

The Company undertakes periodic internal and external audits to assess health and safety practices and working conditions at its manufacturing locations.

During FY 2022-23, the Company reported no fatalities of any employee whilst on duty.

**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.**

Stakeholder groups are identified based on the nature of their engagement with the entity. Internal and external groups/bodies that adds value to the business chain of the Company are identified as key stakeholder groups.

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

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half- yearly/ quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	General Meetings, E-mails, ads, website, newspapers and Stock Exchange disclosures.	Annually and quarterly as the case maybe.	Financial Results, requisite approvals, dividend, resolution of complaints and other Company updates.
Employees	No	Senior leadership communication, trainings, goal setting and performance appraisals, meetings/review, exit interviews, wellness initiatives, Grievance Mechanism functioning, email, intranet, websites, house magazines and social activities.	Ongoing	Performance analysis and career path setting, innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiative.
Suppliers	No	Email, website and contracts.	Ongoing	Query and grievance redressal mechanism policy.
Communities	No	Meetings, reviews, brandings, social initiatives, website.	Ongoing	Engagement with beneficiaries of CSR for proper outreach.

**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 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)
<b>Employees</b>						
Permanent	1,121	1,121	100%	1,241	1,241	100%
Other than Permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>1,121</b>	<b>1,121</b>	<b>100%</b>	<b>1,241</b>	<b>1,241</b>	<b>100%</b>
<b>Workers</b>						
Permanent	811	811	100%	833	833	100%
Other than Permanent	781	-	-	845	-	-
<b>Total Workers</b>	<b>1,592</b>	<b>811</b>	<b>100%</b>	<b>1,678</b>	<b>833</b>	<b>100%</b>

**2. Details of minimum wages paid to employees and workers –**

Category	FY 2022-23				FY 2021-22					
	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	1,078	-	-	1,078	100%	1,032	-	-	1,032	100%
Female	43	-	-	43	100%	28	-	-	28	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
Permanent										
Male	685	-	-	685	100%	703	-	-	703	100%
Female	126	-	-	126	100%	129	-	-	129	100%
Other than Permanent	781	663	85%	118	15%	845	681	81%	164	19%

**3. Details of remuneration/salary/wages –**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD) - Non Executive	10	6.90 Lakhs	1	12.00 Lakhs
Board of Directors (BoD) - Executive	1	2.10 Crores	-	-
Key Managerial Personnel	*1	83.70 Lakhs	1	75.53 Lakhs
Employees other than BoD and KMP	1,078	4.52 Lakhs	42	6.00 Lakhs
Workers	685	2.75 Lakhs	126	2.76 Lakhs

\* As at March 31, 2023

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

Yes. The human rights concerns, if any, are dealt with by departmental heads and on escalation, if any, the issues are to be deliberated and resolved at a higher level.

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

The Company has a grievance redressal mechanism for employees. All employees are encouraged to raise concerns about any actual or suspected cases at the earliest possible stage. The grievance redressal mechanism related to human rights issues are embodied in the Company's Vigil Mechanism/Whistle Blower Policy and the Policy on Sexual Harassment.

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

Category	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						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

No complaints have been received under these categories

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

In terms of the Vigil Mechanism/Whistle Blower Policy and the Policy on Sexual Harassment all parties concerned/involved in the process of investigation are to maintain strict confidentiality of all matters under the policies and also provides for protection of the complainant against victimization.

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

Yes.

**9. Assessments of the year**

	<b>% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)</b>
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	100%

**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.

**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 –**

Parameter	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	KJ	56,27,31,42,792	52,47,30,76,733
Total fuel consumption (B)	KJ	5,95,79,75,520	36,71,14,86,000
Energy consumption through other sources (C)	KJ	26,33,05,34,310	26,04,53,45,188
Total energy consumption (A+B+C)	KJ	88,42,40,75,739	84,47,63,97,440
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	KJ/INR	6.66	7.00

*No independent assurance has been done for data verification.*

**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 -**

Parameter	Unit	FY 2022-23	FY 2021-22
Surface Water (Supplies by Municipality etc.) (i)	Kilolitre	22,996	23,445
Groundwater (Borewell supplies) (ii)	Kilolitre	1,05,046	1,23,796
Third Party water (Supplies by Tanker etc.) (iii)	Kilolitre	60,966	18,787
Seawater / desalinated water (iv)	Kilolitre	-	-
Others (Bottled water etc.) (v)	Kilolitre	47,071	13,167
Total volume of water withdrawal (i + ii+ iii+ iv+ v)	Kilolitre	2,36,079	1,79,194
Total Volume of water Consumption	Kilolitre	2,36,079	1,79,194
Water intensity per rupee of turnover	Litre / INR	0.000018	0.000015

**4. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation -**

Most of the manufacturing locations of the Company are zero liquid discharge plants. Combined STP and ETP units at all manufacturing locations have been set up to fulfill the treatment requirements of the respective locations. The treated water is utilized for flushing in toilets and WCs, sprinkling on plants & trees in the lawns and gardens, cleaning of process jigs etc. Treated water is tested at NABL accredited labs to ensure compliance with relevant statutory requirements.

In majority of the manufacturing locations, there are facilities for rainwater harvesting through aquifer recharging of rainwater from rooftop surfaces.

**5. Please provide details of air emissions (other than GHG emissions) by the entity -**

Parameter	Unit	FY 2022-23	FY 2021-22
NOx + HC	g/kW-hr	2.88	2.05
Sox	mg/Nm <sup>3</sup>	29.40	32.03
PM	mg/Nm <sup>3</sup>	19.50	19.75
Others			
NO <sub>2</sub>	µg/M <sup>3</sup>	21.06	23.33
CO	µg/M <sup>3</sup>	0.07	0.02
Ozone (O <sub>3</sub> )	µg/M <sup>3</sup>	<20.00	<20.00
Ammonia (NH <sub>3</sub> )	µg/M <sup>3</sup>	<10.00	<10.00
Lead (Pb)	µg/M <sup>3</sup>	0.04	0.05
Nickel (Ni)	µg/M <sup>3</sup>	<5.00	<5.00
Arsenic (As)	µg/M <sup>3</sup>	<1.00	<1.00
Benzene (C <sub>6</sub> H <sub>6</sub> )	µg/M <sup>3</sup>	<4.20	<4.20
Benzo(a)Pyrene(BaP)	µg/M <sup>3</sup>	<0.50	<0.50

All the manufacturing locations do not produce the same product and hence production processes are not similar. Thus, given above the data of the largest factory which produces products of highest annual value. This data is of our Assam factory. All of factories meet the statutory compliance requirements of the respective SPCBs.

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity -**

Parameter	Unit	FY 2022-23	FY 2021-22
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)	tCO <sub>2</sub> e	3,209	2,632
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)	tCO <sub>2</sub> e	12,730	11,876
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO <sub>2</sub> e / INR	0.0000011	0.0000013
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e / MT	12.00	12.02

Independent assurance has been done for data verification by Global Green Solutionz.

**7. Does the entity have any project related to reducing greenhouse gas emission? If Yes, then provide details.**

The Company has taken several initiatives to increase energy efficiency and reduce emissions. Some of the initiatives taken in FY 2022-23 are as follows:

S. No.	Steps taken on conservation of energy	Power Saving (KWH)	Cost Saving (₹ Lacs)	Capital Investment (₹ Lacs) on energy conservation equipments
1.	Solar PV lights for partial substitution of electricity	219	0.02	0.30
2.	Developing efficient lighting systems	1,71,420	18.80	11.80
3.	Various energy efficiency measures are implemented by EILL	5,39,266	49.70	242.60

**8. Provide details of waste management by the entity -**

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	295.55	395.00
E-waste (B)	2.61	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	2.30	-
Battery waste (E)	462.11	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,258.24	-
<b>Zinc Dust/Sludge/Ash/Zinc offcut etc.</b>	1,179.12	1,389.00
<b>Zinc Carbon Dry Cell</b>	-	-
<b>ETP Sludge</b>	76.87	77.00
<b>Used Oil (KL)</b>	2.26	2.00
Other Non-hazardous waste generated (H)	1,311.13	1,088.00
Empty Bags/Used Hand Gloves/Garbage	459.00	178.00
Metal Scrap	219.24	318.00
Miscellaneous- Paper / Wooden Scrap	632.89	592.00
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>3,331.94</b>	<b>3,981.00</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	777.22	1,532.00
(ii) Re-used	1,041.88	1,783.00
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,819.11</b>	<b>3,314.00</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	110.00	-
(ii) Landfilling	237.44	321.00
(iii) Other disposal operations	1,165.00	345.00
<b>Total</b>	<b>1,512.83</b>	<b>666.00</b>

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

Generation of waste is primarily from the manufacturing and auxiliary operations. Majority of these waste are from the packaging of the incoming raw materials and scraps generated during process and packaging operations. Scrap generated and stored in scrap bins are transferred and stored in demarcated areas.

- Pre-weighed Scrap batteries generated after rework/recycle are collected from manufacturing area and stored at a designated place before final disposal to PCB authorized recycler.
- Zinc dross generated from furnace are screened in screener machine towards an attempt to reuse the zinc. Fine ash particles generated are collected and stored at a designated place before final disposal to PCB authorized recycler.
- ETP sludge collected from ETP tanks are stored in designated place after drying in dry bed till it is disposed to PCB authorized vendor.
- We have a DSIR recognized R&D department with a NABL accredited laboratory which is engaged in improvement of materials usage in order to eliminate and reduce usage of hazardous toxic chemicals.
- All the hazardous waste is kept under lock and key under a covered roof.
- Toxic Chemicals are stored in Fibre reinforced tanks housed on a RCC Dyke with Acid proof tiling and connected to Effluent Treatment Plants to take care of any spill over or an eventuality.

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 –

Not Applicable.

11. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year –

No such EIA was required to be carried out as per applicable regulations during the current FY 2022-23.

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

Yes.

### 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. 1
- 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.	Confederation of Indian Industry (CII)	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.

Name of authority	Brief of the case	Corrective action taken
There have no cases of anti-competitive conduct on the Company in FY 2022-23		

### 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 the project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity -

S No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

The Company engages with community members located in the peripheral area of its operating locations either directly or through implementing agencies after an understanding of the specific needs of such communities. The channels of grievances are open through the CSR associates. Communication of concerns and feedback are also encouraged to be sent by letter, addressed to the Company.



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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	27.76%	27.96%
Sourced directly from within the district and neighboring districts	24.63%	21.94%

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

**Essential Indicators**

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

The Company has a mechanism for customers to address concerns and provide feedback via a dedicated email address along with a toll-free number, which is cited on the packaging of all its products.

Dedicated teams within the businesses manage all the complaints and feedback to ensure prompt response and timely resolution. The received complaints and feedback are registered and a unique complaint number is generated, tracked and managed as per the defined process. The complaint number is also shared with the consumer for future reference. This is followed by a conversation with the consumer to address his/her concern and assure timely closure of the complaint. These conversations help resolve the complaints that are not genuine or have occurred due to mishandling of the product by the consumer. The consumer is also educated about proper handling and storage of products. The balance complaints are forwarded to local area representatives for speedy closure.

**2. Turnover of products and/or services as a percentage of turnover from all products/services that carry information about -**

	As a % to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

Category	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	No complaints have been received under the following categories					
Advertising						
Cyber-security						
Delivery of essential services	Not Applicable					
Restrictive trade practices	No complaints have been received under the following categories					
Unfair trade practices						
Other	2,697	-		6,805	-	

**4. Details of instances of product recalls on account of safety issues -**

There are no instances of product recalls.

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy?**

The Company has an internal policy on cyber security.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services -**

Not Applicable