



Voltamp Transformers Limited

Ref: VTL/SEC/NSE-BSE/AGM-2024
2nd July 2024

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

To,
BSE Limited,
Department of Corporate Services,
Floor 1, Rotunda Building,
P J Towers, Dalal Street,
Mumbai 400 001.

Scrip Code: VOLTAMP EQ

Scrip Code: 532757

Sub: Business Responsibility and Sustainability Report for the Financial Year - 2023-24.

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Annual Report for the financial year 2023-24.

The Annual Report for the financial year 2023-24 is also available on Company's website at https://www.voltamptransformers.com/investors_desk/annual-reports.

Kindly take the same on your record.

Yours faithfully,
Voltamp Transformers Limited,

Sanket Rathod,
Company Secretary & Compliance Officer
Encl. A/a.

Annexure VIII to the Directors' Report

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S/No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L31100GJ1967PLC001437
2	Name of the Listed Entity	Voltamp Transformers Limited
3	Year of incorporation	2 nd March, 1967
4.	Registered office address	Makarpura, Vadodara - 390014
5.	Corporate address	Makarpura, Vadodara - 390014
6.	E-mail	sanket_act@voltamptransformers.com
7.	Telephone	0265-6141403/480
8.	Website	https://www.voltamptransformers.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited; National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 101171200.00
12.	Name and contact details (telephone, email address) of the person who may be contacted incase of any queries on the BRSR report	Mr. Sanket Rathod ; Email : sanket_act@voltamptransformers.com ; Tel : 0265-6141480
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis (Consolidating reporting is not applicable)
14.	Name of assurance provider	Not Applicable in the current year
15.	Name of assurance obtained	Not Applicable in the current year

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer and supplier of Electrical Transformers	Company is manufacturing & Supplying Oil Filled Transformers, Cast Resin Transformers, Unitised Substation, Induction Furnace Transformers, Lighting Transformers, Ring Main Unit and also providing sales after service relating to Transformers.	100

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electrical Transformers	27102	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	16	18
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	All states and Union Territories
International (No. of Countries)	10 + countries

* We serve pan India across all states.

b. What is the contribution of exports as a percentage of the total turnover of the entity? : 2.40%

c. A brief on types of customers : The customers of the Company belongs to across all segments of the industries viz. Steel, Metal & Minerals, Transcos – Utilities, Infra and Commercial Real Estate, Green Energy-Solar, Data Centers & IT, Oil Refineries & Gas, OEMs & Industrial, Chemicals and Specialty Chemicals, Auto & Auto Ancillaries, Water & Irrigation, Pharmaceuticals, Thermal & Hydro Projects, Cement & Cement Products, Sugar & Disteleries (Ethanol), Textile and Garments, Food, Beverages & FMCG, Paper & Packaging, Defence, Plastic, Agro Industry, Rail & Metro Rail and others. The Company operates within both domestic and global markets providing its products and services to clientele spanning across various industries.



IV. **Employees**

20. Details as at the end of Financial Year: 2023-24

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)	347	316	91%	31	9%
2.	Other than Permanent (E)	38	36	95%	02	5%
3.	Total employees (D+E)	385	352	91%	33	9%
	WORKERS					
4.	Permanent (F)	05	05	100%	----	----
5.	Other than Permanent (G)	650	647	99.54%	03	0.46%
6.	Total workers (F+G)	655	652	99.54%	03	0.46%

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)	01	01	100%	----	----
2.	Other than Permanent (E)	00	00	00	00	00
3.	Total differently abled employees (D+E)	01	01	100%	00	00
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	00	00	00	00	00
5.	Other than permanent (G)	00	00	00	00	00
6.	Total differently abled workers (F+G)	00	00	00	00	00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33
Key Management Personnel	2	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	Current Financial Year FY 2023-24			Previous Financial Year FY 2022-23			FY 2021-22 (Turnover rate in the year prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.4	30	16	18.2	13.3	17.77	10.13	14.81	10.50
Permanent Workers	1.4	00	1.4	2.3	00	2.3	00	00	00

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

Names of holding/subsidiary/associate companies/joint ventures : **The Company has no holding / subsidiary / associate companies / joint ventures.**

VI. **Corporate Social Responsibilities Details**

23. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : **Yes**
(ii) Turnover (in ₹) : 1616.22 Crore
(iii) Networth (in ₹) : 1353.61 Crore

VII. Transparency and Disclosures Compliances

24. Compliments/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023-24 - Current Financial Year			FY 2022-23 - Previous Financial Year		
		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, through telephone numbers and email	0	0	----	0	0	----
Investors (other than share holders)	----	0	0	----	0	0	----
Shareholders	www.scores.gov.in	0	0	----	0	0	----
Employees and workers	Yes internal mechanisms in place	0	0	----	0	0	----
Customers	Yes, through telephone numbers and email	0	0	----	0	0	----
Value Chain Partners	Yes, through telephone numbers and email	0	0	----	0	0	----
Other (others who do not fall under above categories)	Yes, through telephone numbers and email	0	0	----	0	0	----

25. Overview of the entity's material responsible business conduct issues

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:

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	Employee health Safety, well being and secure operations	Risk	Control of hazards and risks at workplace(s) by implementing controls effectively to ensure these hazards and risks do not cause harm to employees and workers is on top priority. Failure to ensure the health, safety and well being of the Company's workforce can impact productivity. This can consequently affect our business operations, customer satisfaction and profitability.	The Company strives to foster a safe working environment and ensure zero harm. To mitigate the risk, we strictly follow the rules and procedures laid down by our stringent health and safety management systems. We regularly conduct trainings to create awareness on safe working conditions.	Negative
2	Climate change and carbon neutrality	Risk/Opportunity	Energy efficiency, reducing GHG emissions, Increase use of non-fossil fuel use of renewable energy, and efficient use of water.	NA	Positive
3	Responsible Sourcing	Risk	Organizations are under increased pressure from their various stakeholders and regulators to mitigate environmental social and governance (ESG) risk exposures with in their supply chain. By not having a sustainable sourcing practice a Company may be exposed to more risks.	Integrating sustainable practices in to selecting and maintaining suppliers by conducting a programs and practices to review and assist suppliers to adhere to sustainable practices. By adapting sustainable sourcing, we can effectively reduce our overall risk, improve our brand equity and attract new clientele.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Sustainable Products & Services	Opportunity	Promoting a circular economy by meeting customer and societal requirements for sustainable products and services, while also adhering environmental responsibility during product usage. Compliance with evolving regulations is achieved through thoughtful product design and lifecycle management practices.	NA	Positive
5	Energy and Waste Management	Opportunity/Risk	Energy is one of the major overhead costs for our business operations. There is an opportunity to make cost savings through implementing use of energy efficient equipment's, integrate renewable energy sources wherever feasible which not only reduce carbon emissions but also deliver cost savings. Waste Management has become a global issue impacting the environment and health of the people. Not abiding to the practices prescribed by the pollution Control Boards may lead to penalties and impact the brand image of the Company.	The Company has formalised the process to meet its energy consumption and emissions and integrate renewable energy sources wherever feasible and adopt efficient ways of energy usage. The Company has defined processes for managing waste at its factory sites.	Positive / Negative
6	Human Rights and Labor Conditions	Risk	Identification, evaluation and managing Human Rights risks in its operation and supply chain and its consequences.	The Company has Human Rights Policy and Control Standard in place to evaluate Human Rights risks at all levels of operations.	Negative
7	Cyber Security and Data Privacy and Management	Risk	Cyber and Data Security pose dual roles as risks and business opportunities, offering potential benefits to all stakeholders. The management of risks associated with the acquisition, storage, and utilization of sensitive, confidential, and/or proprietary customer or user data is crucial.	The company has adopted standards for ensuring cyber security and data privacy management ensuring personal data protection bearing highest significance.	Negative
8	Integrity and Anticorruption	Risk	Implementing a robust management system is imperative to ensure the Company and its employees adhere to all relevant laws, regulations, standards and ethical guidelines within the organization and its industry. Upholding ethical, legal, and responsible conduct is paramount, as any deviation could result in severe consequences.	The Company has a very stringent policy that applies to all which provides a framework for employees and stakeholders to put business principles into practice with utmost integrity. The Company regularly evaluates integrity and non-compliance is strictly acted upon.	Negative
9	Diversity and Equal Opportunity	Opportunity	The Company is committed to cultivating a culture and implementing hiring and promotion practices that foster the development of a diverse and inclusive workforce. This commitment aimed at accelerating the career growth of women within the organization.	We continue to progress on our diversity and equal opportunity journey. It is a core element of our culture and values. We believe in an inclusive culture free from barriers that limit people in reaching their true potential.	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																		
	b. Has the policy been approved by the Board? (Yes/No)	Yes																		
	c. WebLink of the Policies, if available	https://www.voltamptransformers.com/index.php/dashboard/policies																		
2.	Whether the entity has translated the policy into procedures.(Yes/No)	Yes																		
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes																		
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustea) standards (e.g.SA8000,OHSAS,ISO,BIS) adopted by your Entity and mapped to each principle.	The following management systems have been implemented: <ul style="list-style-type: none"> • ISO 9001:2015 Quality Management System • ISO 14001:2015 Environment Management System • ISO 45001:2018 Occupational Health & Safety Management System BIS certificates to ensure the quality, safety and reliability of products in accordance with Indian Standards.																		
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Specific commitments/ targets		Target - 2027		Target 2030														
		Electricity usage from renewable energy		100		-														
		Net zero emissions of GHG (scope 1 & 2)		70		100														
		Net zero waste to landfill		100		-														
		Water neutrality for owned operation		100		-														
		Increase in diversity ratio		20		33														
		Supply chain assessment on ESG		100		-														
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	To achieve carbon-neutrality in its own operations, first step is to invest in fossil free electricity and energy efficiency, ensuring its facilities are as efficient as possible. As part of carbon neutrality, the Company has installed rooftop solar for electrification at all factory locations and set a deadline by 2027 all the electricity needs will be fulfilled from renewable sources only. The Company prioritizes water conservation, employing various measures to reduce freshwater consumption and installing efficient wastewater treatment and harvest systems across its manufacturing sites. Embracing a Zero Liquid Discharge approach, Savli unit recycle treated wastewater for gardening promoting both economic efficiency and environmental sustainability. During the Financial Year 2023-24, to reduce GHG emissions, the service division of the Company has started initiative to support our customer to swat their asset to optimal level with a concept of "Cradle to Grave" total life cycle management and extended life of transformers equivalent to 500 MVA results in reduction of carbon emission by 60000 KG.																		
Governance, leadership and oversight																				
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements : At Voltamp we firmly believe that embracing sustainable business practices across all facet of our operations is not just a mere business necessity but a strategic advantage that ensures enduring success. Our approach resolves around seamlessly integrating economic advancement, social accountability and environmental stewardship all aimed at enhancing the overall quality of life. We are dedicated to aligning our business values and operations to meet the expectations of our customers, employees, value chain partners, investors, communities and relevant stakeholders. At Voltamp, sustainability is not merely a goal but a guiding principle that shapes our decisions, actions and aspirations. The Company has started progress on the ESG journey and has been taking specific actions towards reducing the carbon intensity from its various operating locations by deploying initiatives towards reduction of electricity consumption, water consumption, reduction of wastage. The Company has conducted various initiatives towards communities development through CSR programs. The Company has also established strong systems towards integrity, inclusion and diversity, Health & Safety & Human Rights for its business operations and employee conduct. The Company is actively involved in education, health care and skill development through its social impact program which adheres highest standards of Corporate Governance, Transparency, Accountability and ethical conduct in its operations.																			
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	The Sustainability Committee of the Board is responsible for implementation and oversight of the BR policies.																		
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board Sustainability Committee is responsible for implementation of the Policies. Composition of Committee: Mr. Kunjal L. Patel : Chairperson of Committee – Vice Chairman & MD Mr. Kanubhai S. Pael : Member of Committee – Chairman & MD Mr. Hemant P. Shaparia : Member of Committee – Independent Director Mrs. Taral K. Patel : Member of Committee – Non Executive Director																		
10.	Details of Review of NGRBCs by the Company:																			
	Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify									
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Performance against above policies and follow up action	Yes									On a need basis									
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									On a need basis									
11.	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1		P2		P3		P4		P5		P6		P7		P8		P9		
		No																		
12.	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated : Not Applicable																			

SECTION C: PRINCIPLEWISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Board is familiarized on the Company’s Core Values, Code of Conduct, Business risk and update of various applicable laws.	100%
Key Managerial Personnel	1	Key Managerial Personnel familiarized on the Company’s Core Values, Code of Conduct, Business strategy, risk and update of various applicable laws.	100%
Employees other than BoD and KMPs Workers	13	Familiarized on the Company’s Code of Conduct, EHS, Waste Management, Environmental Management, Ethics and ther operational topics.	65%

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): NIL

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.: 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, as per the policy, the Company conduct all the business transaction in an honest, fair and ethical manner. It prohibits bribery in all business dealing with both Governments and the Private sector. The same is available on website of the Company i.e. <https://www.voltamptransformers.com/index.php/dashboard/policies>

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

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

7. Provide details of any corrective action taken or underway on issues related to fines /penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. : Not Applicable

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

	Current Financial Year FY 2023-24	Previous Financial Year FY 2022-23
Number of days of accounts payables	1	1

9. Open-ness of business : Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	Current Financial Year FY 2023-24	Previous Financial Year FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4.14%	3.78%
	b. Number of trading houses where purchases are made from	55	84
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	89.3%	95.1%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	----	----
	b. Number of dealers / distributors to whom sales are made	----	----
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	----	----
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	----	----
	b. Sales (Sales to related parties / Total Sales)	----	----
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	----	----
	d. Investments (Investments in related parties / Total Investments made)	----	----

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programs held	Topics /principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
2	Awareness on Health, Safety, Environment protection, Waste Disposal, Air Pollution, Sustainability, Integrity and Human Rights	35%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? : Yes, The Company’s Code of Conduct also applies to the Directors on the Board. The Code of Conduct require all the Directors to disclose promptly all potential, actual or perceived conflicts of interest. Annual affirmation that the Directors have complied with the Code of Conduct forms part of disclosures obtained from Directors.

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.**

	2023-24	2022-23	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not applicable
Capex	Nil	Nil	Not applicable

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

Yes. The Company has set code of conduct the basic requirements placed on the suppliers and third-party intermediaries of the Voltamp Transformers Limited concerning their responsibilities towards their stakeholders, environment, health and safety, human rights, ethics & integrity, working conditions among others. As a guiding principle the Company prefers to do business with compliant and sustainable suppliers.

- b. **If yes, what percentage of inputs were sourced sustainably?** – In transformer business, the major components include copper, electrical steel, transformer oil, insulation material, Epoxy, Resin and hardener which comprises 70% of the total input which are 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.**

Voltamp manufactures the transformer using biodegradable and environment friendly material which are recyclable, reusable or disposable with specific process. Solid insulation made from naturally occurring cellulose are biodegradable as well as recyclable. Electrical magnetic steel is recycled in multiple electrical applications in industry. Manufacturing processes used for manufacturing transformers are also designed to be safe and environment friendly. The Company has process covering policy guidelines for managing waste and scrap being generated at the end of life of transformer as per regulatory requirements.

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.**

Not applicable, being a transformer manufacturing Company Extended Producer Responsibility (EPR) requirements are not applicable. However, waste generated during manufacturing is collected and disposed off to state pollution control board approved recyclers.

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?

To understand the environmental impact of its products over their lifecycle, Voltamp has performed LCAs for most of its major products.

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.
27102	Transformer	100 %	For end user of the product	No	No

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

Name of Product/Taken Service	Description of the risk / concern	Action
Cast Resin Transformer	end coil wastage	Sent to Pollution Control notified TSDF
Ring Main unit	SF6 Leakage	Gas filled within enclosed leakage free chambers

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	
	Current Financial Year 2023-24	Previous Financial Year 2022-23
	NA	

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:

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	----	----	----	----	----	----
E-waste	----	----	----	----	----	----
Hazardous waste	----	----	----	----	----	----
Other waste	----	----	----	----	----	----

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
----	----

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)
Permanent employees											
Male	316	316	100	316	100	00	00	00	00	00	00
Female	31	31	100	31	100	31	100	00	00	00	00
Total	347	347	100	347	100	31	8.93	00	00	00	00
Other than Permanent employees											
Male	36	36	100	36	100	00	00	00	00	00	00
Female	02	02	100	02	100	00	00	00	00	00	00
Total	38	38	100	38	100	00	00	00	00	00	00

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

Category	Total (A)	% of workers 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)
Permanent workers											
Male	5	5	100	5	100	00	00	00	00	00	00
Female	00	00	00	00	00	00	00	00	00	00	00
Total	5	5	100	5	100	00	00	00	00	00	00
Other than Permanent workers											
Male	647	647	100	647	100	00	00	00	00	00	00
Female	3	3	100	3	100	00	00	00	00	00	00
Total	650	650	100	650	100	00	00	00	00	00	00

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.02%	0.03%

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

Benefits	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	94	100	Y
Gratuity	100	100	NA	88	100	NA
ESI	18	100	y	15	100	y
Others- please specify	----	----	----	----	----	----

3. Accessibility of workplaces

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

Yes, the premises/ offices of the Company accessible to differently abled employees and workers.

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.:

<https://www.voltamptransformers.com/index.php/dashboard/policies>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

Yes, there are multiple way, the employees can report their concerns / grievances. The employees may report to immediate reporting manager/ HR representative of the Company, Internal Committee – Prevention of Sexual Harassment (POSH) etc. The grievances received will be thoroughly examined and enquires will be done in a given time frame to resolve the same.

	(Yes/ No) (If yes, then give details of mechanism I brief)
Permanent Worker Other than Permanent Worker	Policy related to mechanism available on weblink: https://www.voltamptransformers.com/index.php/dashboard/policies
Permanent Employees	
Other than Permanent Employees	

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total employees/ workers in respective category (A)	Total employees/ workers in respective category who are part of association or union (B)	% (B/ A)	Total employees/ workers in respective category (C)	Total employees/ workers in respective category who are part of association or Union (D)	% (D/ C)
Total Permanent Employees						
- Male	316	0	NA	282	0	NA
- Female	31	0	NA	32	0	NA
Total Permanent Workers					0	
- Male	05	0	NA	06	0	NA
- Female	00	0	NA	01	0	NA

8. Details of training given to employees and workers:

Category	Current Financial Year 2023-24					Previous Financial Year 2022-23				
	Total(A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/ A)	No. (C)	%(C/ A)		No. (E)	%(E/ D)	No.(F)	%(F/ D)
Employees										
Male	352	233	66.19	233	66.19	320	49	15	63	20
Female	33	18	54.55	18	54.55	37	00	00	00	00
Total	385	251	65	251	65	357	49	14	63	18
Workers										
Male	652	423	64.87	423	64.87	562	56	10	76	13
Female	3	3	100	3	100	0	0	0	0	0
Total	655	426	65	426	65	562	56	10	76	13

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Total (B)	% (B/A)	Total (C)	Total (D)	% (D/C)
Employees						
- Male	352	300	85.22	282	276	98
- Female	33	30	90.91	32	25	78
Total	385	330	85.71	314	301	96
Workers						
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

10. Health and safety management system:

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

Yes, The organization has implemented the requirements for occupational health and safety (OH&S) management system as per ISO 45001:2018 and certified to provide safe and healthy workplaces for its employees and workmen by preventing work-related injury and ill health, as well as by proactively improving on its OH&S performance.

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

Work methodology is defined and work related hazards and risks are identified & assessed for routine and non routine activities. Activity based risk assessment is conducted for all activities which present a risk to HSE.

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

Yes

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

Yes

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

Safety Incident / Number	Category*	Current Financial Year 2023-24	Previous Financial Year 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	17	19.9
Total recordable work-related injuries	Employees	0	0
	Workers	5	9
No.of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NA	NA
	Workers	NA	NA

*Including the contract work force.

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

As an organization, the Company has very strong focus on safety and have helped employees stay healthy both, Physically and mentally. HSE Management system has been implemented as per ISO 14001 & 45001 and continual improvements are done. Activity based risk assessment is conducted for all activities which present a risk to HSE. Training plans are also developed based on the assessment of the current level of competence and awareness. All staff and person working on behalf of the Company shall participate in training as defined in the training plan. Hazards and control measures are communicated before start of the activity and monitored to ensure that controls are implemented. Internal and external audits are carried out to check the adequacy of systems, procedures, and controls implemented.

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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessment for the year:

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

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

All safety related events/ incidents are analysed, reviewed and validated thoroughly and the identified corrective actions are deployed across the organization and recorded in the system.

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).:

(A) Employees – Yes

(B) Workers – Yes

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

The Company ensures that statutory dues are remitted to respective PF / ESI / Labour Welfare Fund (LWF) etc. authority by the contractors and proof of the same is produced on a periodic basis. : We carry out regular reviews and checks to ensure compliance with statutory obligations pertaining to workers in our value chain. These aspects are also checked as part of vendor compliance due diligence while on boarding new vendors.

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

	Total no. of affected employees / workers		No. of employees/workers that are rehabilitated and placed insuitable employment or whose family members have been placed insuitable employment	
	Current Financial Year 2023-24	Previous Financial Year 2022-23	Current Financial Year 2023-24	Previous Financial Year 2022-23
Employees	----	----	----	----
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): No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	35%
Working Conditions	35%

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:

The Company insists that its value chain partners adhere strictly to the Company’s Supplier Code of Conduct, which serves as the keystone for responsible sourcing efforts. This code defines the obligations expected from Company’s suppliers and is seamlessly incorporated into the General Terms & Conditions. Suppliers are regarded as integral members of the 'Extended Enterprise' and are required to operate in accordance with the Company’s standards and principles. Adherence to relevant environmental, health, and safety regulations, as well as internationally recognized human rights standards, and the promotion of equal opportunities, are deemed the baseline commitment.

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 maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company’s ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors.

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 & marginalised group (Y/N)	Channel of communication (Email, Newspaper, Advertisements, Meetings, Company website, Notice Board), others	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Customer	No	Customer meets, webinars, events and emails.	Continual and as and when required	Information on business offerings. Knowledge sharing. Quality Timely delivery
Employees	No	Training programs, Performance appraisal, Learning and development opportunities, Notice boards, Employee engagement initiatives	Continual	To keep employees abreast of key developments happening in the Company, HR Policies and Trainings
Suppliers	No	Vendor assessment and review, Supplier audits, Supplier meetings	As and when required	Supplier sustainable development program. Supplier meets Educating suppliers on Voltamp code of conduct.
Investors/Shareholders	No	Conference calls, Annual General Meeting, Press releases, Investor relations website	Annual, quarterly and on a need basis	Quarterly results, Business performance, major events and future strategy.
Industries Bodies	No	Seminars & Conferences	As and when required	Networking so as to be abreast of new opportunities in sector and drive change
Governments & Regulatory Authorities	No	Meetings	As and when required	With regard to compliance with law, inspections, approvals and assessments.
Community, civil society / NGO	No	Community meetings, CSR initiatives and donations.	Continual, as and when required	Support CSR project Community engagement on topics of improving basic needs, education, skilling, health care and livelihood opportunities that could be created through CSR program.

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.: Investors – Conference calls and Annual General meeting

2. Whether stakeholder consultation issued 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.: Not Applicable

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.: Our CSR efforts prioritize supporting vulnerable groups. Our programs are carefully crafted to offer tailored assistance to these communities through CSR initiatives.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format : Employees were given induction training on policies before starting of their work. All the employees were covered.

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Total (B)	% (B/A)	Total (C)	Total (D)	% (D/C)
Employees						
- Permanent	347	347	100	314	314	100
- Other than permanent	38	38	100	43	43	100
Total	385	385	100	357	357	100
Workers						
- Permanent	5	5	100	6	6	100
- Other than permanent	650	650	100	556	556	100
Total	655	655	100	562	562	100

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

Category	Total(A)	Current Financial Year 2023-24				Total(D)	Previous Financial Year 2022-23			
		Equal to minimum wage		More than Minimum Wage			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										
<i>Permanent</i>										
Male	316	0	0	316	100	282	00	00	282	100
Female	31	0	0	31	100	32	0	0	32	100
<i>Other than Permanent</i>										
Male	36	0	0	36	100	38	0	0	38	100
Female	02	0	0	2	100	05	0	0	05	100
Workers										
<i>Permanent</i>										
Male	05	00	00	05	100	06	00	00	06	100
Female	0	00	00	0	00	0	00	00	00	00
<i>Other than Permanent</i>										
Male	647	110	17	537	83	556	115	21	441	79
Female	3	00	00	3	100	00	00	00	00	00

3. Details of remuneration/salary/wages

- a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	4	Not comparable as the Independent Directors are eligible for only sitting fees. Only the Executive Directors receive remuneration from the Company as per their appointment agreement. Details of remuneration paid to Directors are available in Corporate Governance Section.	2	Not computable as Non Executive Directors are paid sitting fees only.
Key Managerial Personnel	2	2,00,000	0	NA
Employees other than BoD and KMP	330	62,150	43	57,000
Workers	NA	NA	NA	NA

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Gross wages paid to females as % of total wages	3.63	4.07

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

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

The Company has put in place a robust Grievance Redressal process for investigation of employee concerns and has instituted a Code of Conduct & Employee Service Rules that clearly delineates employee responsibilities and acceptable employee conduct.

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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	----	Nil	Nil	----
Discrimination at workplace	Nil	Nil	----	Nil	Nil	----
Child Labour	Nil	Nil	----	Nil	Nil	----
Forced Labour/Involuntary Labour	Nil	Nil	----	Nil	Nil	----
Wages	Nil	Nil	----	Nil	Nil	----
Other human rights related issues	Nil	Nil	----	Nil	Nil	----

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company prioritizes transparency, ethical conduct, and gender equality through its comprehensive policies and structures. Our Whistleblower Policy empowers employees to raise concerns regarding any wrong doing that could harm the organization, encompassing unethical behavior, non-compliance, and actions detrimental to our financial health or brand reputation. Similarly, our Code of Conduct outlines the expected standards of behavior and professionalism for all employees, senior management and Board members, fostering a culture of integrity and accountability.

Moreover, our commitment to ensuring a safe and inclusive workplace is underscored by the establishment of a dedicated Committee for the Protection of Women at Workplace. This Committee serves as a pivotal resource for women employees, providing avenues to address grievances, conducting impartial investigations, and implementing necessary actions to uphold their rights. These initiatives collectively reinforce our values of fairness, respect, and responsibility, fostering a conducive environment for the growth and success of all members of our organization.

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

Yes. The business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights and extended across the supply chain in the form of Supplier Code of Conduct.

10. Assessment for the year

	% of your plants and office that were assessed (by entity/ statutory authorities/ third parties)
Child labour	Nil
Forced/ involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Other please specify	Not Applicable

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

Not Applicable

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing humanrights grievances/complaints.:** No complaint received in Financial Year 2023-24 for human rights violation.
- Details of the scope and coverage of any Human rights due-diligence conducted. :** The Company prioritizes human rights by strictly adhering to relevant laws and conducting thorough due diligence across its manufacturing plants, offices, and among contractual workers. This includes comprehensive assessments covering child labor, forced labor, wages, sexual harassment, discrimination, health and safety, working conditions, and grievance mechanisms. Additionally, our commitment extends to our supply chain, with the top suppliers evaluated on various ESG parameters, including human rights.
We are dedicated to fostering an inclusive and diverse workforce, with a focus on accessibility and equity.
Our infrastructure planning encompasses comprehensive measures to ensure accessibility for differently-abled individuals, including design considerations for work areas, restrooms, common areas, and movement areas within and around our facilities, ensuring comfort and accessibility for all employees at the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.
- 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, provisions are available.

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	The Company has conducted a thorough survey of its top value chain partners, assessing them on a range of Environmental, Social, and Governance (ESG) parameters, with a particular focus on human rights. These partners collectively represent a significant portion, contributing to 35% of the total procurement value within the organisation. This initiative underscores our commitment to ensuring ethical practices throughout our value chain, thereby fostering sustainable and responsible business operations.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others—pleasespecify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.: Not Applicable

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

Essential Indicators

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption sources (C) SOLAR PANEL (KWH) through	2938	2223
Total energy consumption (A+B+C)	2938	2223
From non-renewable sources		
Total electricity consumption (D)	14218	12814
Total fuel consumption (E)	251	183
Energy consumption from other sources(F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	14469	12997
Total energy consumed (A+B+C+D+E+F)	17407	15220
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000001077	0.0000010988
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
(Total energy consumed / Revenue from operations adjusted for PPP)	----	----
Energy intensity in terms of physical output	----	----
Energy intensity (optional) – the relevant metric may be selected by the entity	----	----

Note : Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? (Y/N) If yes, name of the external agency: Not Applicable

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	----	----
(ii) Ground water	19956	19536
(iii) Third party water	----	----
(iv) Sea water/desalinated water	----	----
(v) Others	1080	1080
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	21036	20616
Total volume of water consumption (in kiloliters)	21036	20616
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.0013	0.0014
(Total water consumption / Revenue from operations adjusted for PPP)	----	----
Water intensity in terms of physical output	----	----
Water intensity (optional) – the relevant metric may be selected by the entity	----	----

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

4. Provide the following details related to water discharged:

Initiatives are taken across all the manufacturing unit to conserve and recycle wastewater, thus ensuring the ZLD (Zero Liquid Discharge). At Savli manufacturing location suitable and efficient waste water treatment facilities like sewage treatment plants (STPs) are installed with primary, secondary, and tertiary treatment to treat wastewater to usable quality water. The entire treated water is used for gardening activities within the location premises. This in-turn has resulted in reduced intake of freshwater.

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water discharge by destination and level of treatment (inkilolitres)		
(i) To Surfacewater	----	----
- No treatment		
- With treatment—please specify level of treatment		
(ii) To Groundwater	----	----
- No treatment		
- With treatment—please specify level of treatment		
(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.: Not Applicable.

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

The Company prioritizes water conservation, employing various measures to reduce freshwater consumption and installing efficient wastewater treatment systems across its manufacturing site. Embracing a Zero Liquid Discharge approach, Savli unit recycle treated wastewater for gardening promoting both economic efficiency and environmental sustainability. However, the Company has achieved Zero Liquid Discharge across its operations, treating wastewater from domestic and industrial sources through in-house Sewage Treatment Plants with the treated water recycled for various purposes, solidifying its commitment to environmental stewardship.

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

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
NOx	PPM	7.67	10.42
SOx	PPM	<5	<5
Particulate matter (PM)	Mg/Meter cube	45.80	56.75
Persistent organic pollutants (POP)		Not Applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

Note : Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? (Y/N) If yes, name of the external agency. : Not Applicable

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

Parameter	Unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric tons of CO2 equivalent	1437.50	1287.00
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric tons of CO2 equivalent	2399.00	2450.00
Total Scope 1 and Scope 2 emissions per lakh rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00023	0.00026
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	----	----	----
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	----	----	----
Total Scope 1 and Scope 2 emission intensity in terms of physical output	----	----	----
Total Scope 1 and Scope 2 emission intensity (optional) —the relevant metric may be selected by the entity	----	----	----

Note : Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? (Y/N) If yes, name of the external agency.: Not Applicable

8. Does the entity have any project related to reducing Green House Gasemission ? If Yes, then provide details. : Yes.

The Company is actively pursuing sustainability initiatives to achieve net-zero emissions in its operations. One notable effort involves the installation of solar panels on factory rooftops. The Company is also implementing a range of Energy Efficiency programs aimed at reducing CO2 emissions. These initiatives underscore company's commitment to environmental responsibility and sustainable business practices.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Waste generated (in metric tons)		
Plastic waste (A)	3.096	13.17
E-waste (B)	4.95	2.1
Bio-medical waste (C)	0	0
Construction and demolition Waste (D)	360	60
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Used oil, Resin, discarded containers, contaminated cotton waste, paint booth filter)	104.12	75.2
Other Non-hazardous waste generated (H). Please specify, if any. (Ferrous-MS & SS) & Non Ferrous (Copper, Aluminium, Wood waste, Sweeping waste etc.) (Break-up by composition i.e. by Materials relevant to the sector)	648.16	485.00
Total (A+B+C+D+E+F+G+H)	1120.33	635.47

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Waste intensity per rupee of turnover (Total waste generated /Revenuefromoperations)	0.068	0.046
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
(Total waste generated / Revenue from operations adjusted for PPP)	----	----
Waste intensity in terms of physical output	----	----
Waste intensity (optional)–the relevant metric may be selected by the entity	----	----
For each category of waste generated, total waste recovered through recycling, re-using or Other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	482.80	333.5
(ii) Re-used	227.40	175.50
(iii) Other recovery operations	0	0
Total	710.20	509.00
For each category of waste generated, total wasted is posed by nature of disposal method (in Metric tons)		
Category of waste		
(I) Incineration	58.88	56.80
(ii) Land filling	3.54	3.50
(iii) Other disposal operations	341.24	67.97
Total	403.66	128.27

Note : Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? (Y/N) If yes, name of the external agency:
Not Applicable

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

The Company has implemented a comprehensive waste management system across its manufacturing facilities, guided by the principles of Reduce, Reuse, and Recycle. This includes practices such as colour coding and labelling for waste bins, segregation at the source, and classification based on properties and origin, tie-up with authorised vendors to ensure proper disposal and adherence to Environment Management System (ISO 14001:2015), wherever applicable. For hazardous waste generated during operations, there are separate collection and storage facilities and disposal of hazardous waste is in accordance with Hazardous Waste Management Rules 2016 and State Pollution Control Board guidelines.

11. If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wild life sanctuaries, biosphere reserves, wetlands, bio diversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws in the current financial year: Not Applicable

13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules: Yes. The Company complies with all applicable laws.

Leadership Indicators

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

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

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surfacewater	----	----
(ii) Groundwater	10312	9800
(iii) Third party water	----	----
(iv) Seawater / desalinated water	----	----
(v) Others	----	----
Total volume of water withdrawal (in kilolitres)	10312	9800
Total volume of water consumption (in kilolitres)	10312	9800
Water intensity per rupee of turnover (Water consumed / turnover)	0.00063	0.00070
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		
- No treatment	----	----
- With treatment–please specify level of treatment	----	----
(ii) Into Ground water		
- No treatment	----	----
- With treatment–please specify level of treatment	----	----
(iii) Into Sea water		
- 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: Not Applicable

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

The Company has started the process for measurement and calculation of emissions of relevant categories as per GHG protocol guidance. It will be reported from next year onwards.

Parameter	Unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Scope 3 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	----	----
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: Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on bio diversity in such areas along-with prevention and remediation activities.: Not Applicable

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

Sr.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Rainwater harvesting across factories to achieve water positivity.	NO	Water footprint reduction
2	Driving (100% energy productivity) based activity across the Company's factories by replacement of conventional lighting with LEDs, compressor efficiency improvement, installed VFDs in Air handling units etc.	NO	Energy productivity enhancement In line with target
3	Increase in renewable energy component as part of electricity consumption.	The Company has taken initiatives over the years to increase renewable energy component in the electricity consumption mix. These have been done through installation of rooftop solar.	Green house gas emission reduction

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

Yes. Being a manufacturing Company, there is a potential that its operations may be affected due to core technical risks materializing in its environment like technology failures, supply chain gaps, natural calamities, civil disturbances, cyber attacks etc. To meet the organizational continuity objective, the Company has made significant efforts towards Crisis Management and resilience planning to ensure effective response, prioritized recovery of its time-sensitive operations and mitigation of potential business continuity risks.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.: Not applicable.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.: 35% of value chain partners (by value of business done with such partners) were assessed for environmental impacts.

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

Essential Indicators

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

Sr No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Confederation of Indian Industries (CII)	National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Vadodara Chamber of Commerce & Industry (VCCI)	State

2. Provide details of corrective action take nor under way on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities. : Not applicable

Leadership Indicators

1. Details of public policy positions advocated by the entity : Not applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
Not available as SIA was not applicable in the reporting year.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being under taken by your entity, in the following format: Not available as R&R was not applicable in the reporting year.
3. Describe the mechanisms to receive and redress grievances of the community. : We have established grievance redressal mechanism.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Directly sourced from MSMEs/small producers	28.3%	26.01%
Directly from within India	99.80%	99.79%

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

Location	Current Financial Year 2023-24	Previous Financial Year 2022-23
Rural	25.79	24.05
Semi-urban	0	0
Urban	61.94	62.07
Metropolitan	12.27	13.88

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

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference : Question 1 of Essential Indicators above) : Not applicable**

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

Sr. No.	State	Aspirational district	Amount spent (In ₹)
1	Gujarat	Vadodara	20295019
		Bavla	9600000
		Sabarkantha	1220830

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups ? (Yes/No):**
No, the Company does not have such policy as contracts are awarded on merit and not on preference.
- (b) **From which marginalized / vulnerable groups do you procure ? :** Not applicable
- (c) **What percentage of total procurement (by value) does it constitute ? :** Not applicable
4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge :** Not applicable
5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes where in usage of traditional knowledge is involved. :** Not applicable

6. **Details of beneficiaries of CSR Projects:**

Sr. No.	CSR project	No of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Shishu Kit Project	11500	Not Applicable
2	Akshaya Patra mid-day meal program	2529	
3	Project Unnati- an initiative to uplift women	643	
4	Project of "Plate of Joy"- provide meals to underprivileged elders	50	
5	Project of Abhinav Bal Sikshan Kendra – providing Mental Health Counselling & Bal Sarjan Project– Promotes development of physical fitness activities	571	
6	Mission Siksha Program	356	
7	PASS Project: After School Support Program	50	
8	Project Balwadi and Project Training for Rural Economic Empowerment respectively	168	
9	TREE Project - Training for Rural Economic Empowerment	50	
10	Project of developing Multi Specialty Hospital	—	

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 customer can place complaints through our contact number or through email / letter to concerned marketing officer of respective branch /region. Upon receipt of valid complaint marketing officer forward it to technical team keeping in loop SBU head and thereafter appropriate action is taken up to the satisfaction of the Customer in mutually decided time limit. In the same way Customer feedback is being tracked and analyzed to take corrective action if necessary.

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

The Company's all products and / services carry information about the environmental and social parameters, safety information, recycling and safe disposal through product manual provided along with the product,.

	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:

	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes, and the weblink is <https://www.voltamptransformers.com/index.php/dashboard/policies>

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. : Nil

7. Provide the following information relating to data breaches :

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

Leadership Indicators

- Channels / platforms wherein information on products and services of the entity can be accessed (provide weblink, if available). : The information on products and services is available on the Company website under <https://www.voltamptransformers.com>.
- Steps taken to inform and educate consumers about safe and responsible usage of products and / or services. : The Company provides information to customer about safe and responsible usage of products and/or services through Product operational Manual, Customer training on product, Factory Acceptance Test (FAT) confirmation, on site commissioning support, On-site Service support to the customer including any other information or report demands by customers.
- Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services: The usage of products and services is outlined in Product operational Manuals.
- Does the entity display product information on the product over and above what is mandated as per local laws ? (Yes / No / Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?(Yes/No): Yes, products / services of the Company adhere to all relevant laws and applicable regulations including product labelling.