

Date: 06/09/2023

To

Manager,
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1, G Block,
Bandra Kurla Complex- Bandra (E),
Mumbai-400051

NSE Symbol: HITECH

Listing Department,
BSE Limited
Phiroze Jeejeebhoy Towers, Rotunda
Building, Dalal Street, Fort
Mumbai- 400001

Scrip Code: 543411

Subject: Business Responsibility and Sustainability Report for FY 2022-23.

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for FY 2022-23 in the format as specified by the Securities and Exchange Board of India.

The aforesaid report also forms part of Annual Report of the company for the FY 2022-23 and is available at website of the company viz. www.hitechpipes.in.

Kindly take the above information on records and oblige.

Yours Truly,
For **HI-TECH PIPES LIMITED**

Arun Kumar
Company Secretary & Compliance Officer

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAIL OF LISTED ENTITY

1	CORPORATE IDENTITY NUMBER (CIN) OF THE LISTED ENTITY	L27202DL1985PLC019750
2	NAME OF LISTED ENTITY	HI-TECH PIPES LTD
3	YEAR OF INCORPORATION	1985
4	REGISTERED OFFICE ADDRESS	505, PEARL OMAXE Tower, Netaji Subhash Place, Pitampura New Delhi DL 110034 IN
5	CORPORATE ADDRESS	505, PEARL OMAXE Tower, Netaji Subhash Place, Pitampura New Delhi DL 110034
6	E-MAIL	cs@hitechpipes.in
7	TELEPHONE	011-48440050
8	WEBSITE	www.hitechpipes.in
9	FINANCIAL YEAR FOR WHICH REPORTING IS BEING DONE	Financial Year 2022-23 (01 st April 2022 to 31 st March 2023)
10	NAME OF THE STOCK EXCHANGE(S) WHERE SHARES ARE LISTED	NSE (National Stock Exchange of India Limited) and BSE Limited
11	PAID-UP CAPITAL	Rs.12,78,11,000/- (Twelve Crore Seventy Eight Lakh eleven thousand)
12	NAME AND CONTACT DETAILS (TELEPHONE, EMAIL ADDRESS) OF THE PERSON WHO MAY BE CONTACTED IN CASE OF ANY QUERIES ON THE BRSR REPORT	Name: Mr. Arun Kumar Designation: Company Secretary & Compliance Officer Phone No.: 011-48440050 E-mail: cs@hitechpipes.in
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)	Disclosures made in this report are on a Standalone Basis and pertain only to Hi-Tech Pipes Limited.

II. PRODUCTS/ SERVICES

14 DETAILS OF BUSINESS ACTIVITIES (ACCOUNTING FOR 90% OF THE TURNOVER)

S. No.	DESCRIPTION OF MAIN ACTIVITY	DESCRIPTION OF BUSINESS ACTIVITY	% OF TURNOVER OF THE ENTITY
1	Manufacturing	Metal and Metal Products	99.94

15 PRODUCT/SERVICES SOLD BY THE ENTITY (ACCOUNTING FOR 90% OF THE ENTITY'S TURNOVER):

S. NO.	PRODUCT/SERVICE	NIC CODE	% OF TOTAL TURNOVER CONTRIBUTED
1	Black Hollow Section and Round Pipe / Galvanized Pipes and Pre-Galvanized Pipes Cold Rolled Coils (CR) Flat Steel	27152	99.9%

16 NUMBER OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED:

LOCATION	NUMBER OF PLANTS	NUMBER OF OFFICES	TOTAL
NATIONAL	5	3	8
INTERNATIONAL	-	-	-

17 MARKETS SERVED BY THE ENTITY:

a. NUMBER OF LOCATIONS

LOCATIONS	NUMBER
National (No. of States)	17 +
International (No. of Countries)	-

b. WHAT IS THE CONTRIBUTION OF EXPORTS AS A PERCENTAGE OF THE TOTAL TURNOVER OF THE ENTITY?

Nil

c. A BRIEF ON TYPES OF CUSTOMERS

We at Hi-Tech Pipes are immensely proud of our huge customer base, supported by an extensive network of more than 450 Dealers and Distributors, 150+ OEM Customers, 365+ Architects, Builders, & Contractors. We have five strategically placed locations across the country for the manufacturing facilities. Our wide-ranging reach includes ERW Round, Square & Rectangular hollow sections, GI/GP Pipes, Colled roll coils & strips, GP & GC Sheets, Color coated coils and sheets, Solar torque tubes, and metal beam crash barriers, which have made us the top manufacturer, supplier, providing consumers with unmatched ease and dependability.

Our customers are from various diversified industry sectors across the country.

IV. EMPLOYEES

18 DETAIL AT THE END OF THE FINANCIAL YEAR: 2022-23

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)	110	100	90.91%	10	9.09%
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
	Total Employees (D+E)	110	100	90.91%	10	9.09%
WORKERS						
1	Permanent (F)	380	370	97.37%	10	2.63%
2	Other than Permanent (G)	52	50	96.15%	02	3.84%
	Total Employees (F+G)	432	420	97.22%	12	2.78%

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)	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
	Total differently-abled employees (D + E)	NIL	NIL	NIL	NIL	NIL
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	NIL	NIL	NIL	NIL	NIL
2	Other than permanent (G)	NIL	NIL	NIL	NIL	NIL
	Total differently-abled workers (F + G)	NIL	NIL	NIL	NIL	NIL

19. Participation/Inclusion/Representation Of Women

	TOTAL (A)	NO. AND THE PERCENTAGE OF FEMALES	
		NO. (B)	% (B/A)
Board of Directors	6	1	16.66
Key Managerial Personnel*	4	0	0

*Key Management Personnel (KMP) are Managing Director (MD), Whole Time Director, Chief Financial Officer (CFO), and Company Secretary (CS) as per Section 203 of the Companies Act, 2013.

20 Turnover rate for permanent employees and workers (Disclose trends of past 3 years)

	FY- 2022-23			FY- 2021-22			FY- 2020-21		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
PERMANENT EMPLOYEES	4	1	5	2	1	3	3	1	4
	3.63%	10%	4.54%	2.10%	10%	2.85%	2.30%	5%	2.66%
PERMANENT WORKERS	11	0	11	12	1	13	10	1	11
	2.97%		2.89%	3.47%	10%	3.66%	1.51%	0.15%	3.00%

21. Names of holding/subsidiary/associate companies / joint ventures*

S.NO.	NAME OF THE HOLDING/ SUBSIDIARY/ ASSOCIATE COMPANIES/ JOINT VENTURES (A)	INDICATE WHETHER HOLDING/ SUBSIDIARY/ ASSOCIATE/ JOINT VENTURE	NO. OF SHARES HELD BY THE LISTED ENTITY	DOES THE ENTITY INDICATED AT COLUMN A PARTICIPATE IN THE BUSINESS RESPONSIBILITY INITIATIVES OF THE LISTED ENTITY? (YES/NO)
1)	HTL Metal Private Limited	Subsidiary	100%	Yes
2)	HTL Ispat Private Limited	Subsidiary	100%	Yes
3)	Hitech Metalex Private Limited	Subsidiary	100%	Yes,

VI. CSR DETAILS

22	(i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013.	Yes
	(ii) Turnover (in Rs.)	1,86,055.01 (in Lacs)
	(iii) Net Worth (in Rs.)	36,739.24 (in Lacs)

VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES

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

STAKEHOLDERS GROUP FROM WHOM COMPLAINT IS RECEIVED	GRIEVANCE REDRESSAL MECHANISM IN PLACE (YES/ NO)	FY- 2022-23 CURRENT FINANCIAL YEAR			FY-2021-22 PREVIOUS FINANCIAL YEAR		
		NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR	REMARKS	NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR	REMARKS
COMMUNITIES	Yes, the Company has both formal and informal channels of engaging with the communities. All the community grievances are received through the respective manufacturing site Corporate Affairs Team and these are appropriately addressed through both the local and corporate level leadership teams. https://hitechpipes.in/policies/	-	-	-	-	-	-
INVESTORS (OTHER THAN SHAREHOLDERS)	Yes, https://hitechpipes.in/policies/	Nil	Nil	NA	Nil	Nil	NA
SHAREHOLDERS	Yes, the Company has a designated email-ID: cs@hitechpipes.com for shareholders to enable them to raise their grievances. https://hitechpipes.in/policies/	Nil	Nil	NA	Nil	Nil	NA
EMPLOYEES & WORKERS	Yes, all employee grievances are addressed appropriately through multiple channels. https://hitechpipes.in/policies/	Nil	Nil	NA	Nil	Nil	NA
CUSTOMERS	Yes, https://hitechpipes.in/policies/	Nil	Nil	NA	Nil	Nil	NA
VALUE CHAIN PARTNERS	Yes, https://hitechpipes.in/policies/	-	-	-	-	-	-
OTHER (PLEASE SPECIFY)	-	-	-	-	-	-	-

Hi-Tech places a strong emphasis on customer service and satisfaction, and we truly believe in providing our customers with the best service possible. We strive to minimise the number of customer complaints and grievances through effective service delivery and review mechanisms and by ensuring rapid resolution. We have set up a formal grievance redressal mechanism. We are dedicated to fostering openness advancing transparency.

At Hi-Tech, we adhere to 'Zero Tolerance' Policies with regard to non-compliance. We are dedicated to fostering a culture that promotes high ethical standards and supports fair and secure working conditions for all workforces. The Company has a Vigil mechanism through which one can report the complaints or violations of laws, rules, regulations, unethical conduct, and actual or suspected fraud to the nodal officer.

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 and approach to adapt or mitigate the risk along with its financial implications, as per the following format.

S.NO.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
1.	Governance, Ethics & Transparency	Risk	<p>The business's objectives and principles have been aligned with various industry trends. We have been able to identify risks.</p> <ol style="list-style-type: none"> Help in risk management It is Important to enhance long-term value with stakeholders Critical in the successful running of the Company 	<p>The Company is committed to conducting business operations in accordance with the highest standards of ethical, moral, and legal conduct. The Company has formalised the "Code of Conduct" for Directors and employees to maintain these standards. This lays down the principles and standards that govern the actions of the employees in the course of the Conduct of Business of the Company. It covers all dealings with vendors, customers and other business partners.</p> <p>The Company is contributing to the global environment by complying with ISO Certification i.e., ISO 9001: 2015, ISO 9001, ISO 45001 and ISO 14001 under the Integrated Management System, in each and every process of the Company.</p>	<p>Positive:</p> <p>Compliance with relevant regulatory requirements reflects the Company's commitment towards</p> <p>Responsible business practices.</p> <p>Negative: Noncompliance with regulatory requirements may affect the Company's image and impact its business continuity in the long term.</p>
2.	Energy Efficiency of operations	Risk and Opportunity	<p>Risk: Climate change and environmental risk have recognised energy management as a critical material concern. To highlight the Company's environmental awareness and its commitment to climate change mitigation plans, climate change and environmental threats are discussed.</p> <p>Opportunity: Comprehensive resource management plans that align with the company's strategy for protecting the environment will emphasise the Company's commitment to enhancing environmental preservation and its contribution to initiatives to mitigate climate change.</p>	<p>The Company concentrates on four key climate change-related areas, such as waste minimisation, renewable energy utilisation, water conservation, and energy conservation.</p>	<p>Positive Implications:</p> <p>The Company's emphasis on improving climate change and ESG-specific initiatives bolsters long-term value creation and makes it possible for the Company to successfully address growing stakeholder expectations.</p>

S.NO.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
3.	Human Rights Practices		The Company's performance in the social realm from the perspective of the employee workforce as well as the community will be impacted by the lack of a comprehensive Human Rights governance structure from the parameters of working conditions, child/ forced labour, fair remuneration, gender diversity, prevention of sexual harassment, freedom of association, and collective bargaining.	The Company respects the human rights of all relevant stakeholders and groups, including communities, consumers, and marginalised communities, both within and outside the workplace. Human rights are recognised and protected by all of the Company's operations and policies, including its interactions with vendors, to preserve the human rights of all of our workers, including their freedom of association, non-discrimination, prohibitions of child and forced labour, and their right to engage in collective bargaining. It integrates a strong human rights governance framework that considers the freedom of association, human rights, and due diligence across all business operations, especially suppliers and vendors.	Positive: The Company's performance in the social realm is enhanced by its comprehensive alignment with the guiding principles of national and international human rights standards, which also demonstrates its commitment to human rights integration inside the business strategy of the Company. Negative: The absence of a Human Rights governance structure could result in employee dissatisfaction, impacting the workforce productivity that could impact the Company's long term business growth plan. The lack of a strong redressal mechanism may result in non-compliance issues from a relevant regulatory perspective.
4.	Board Diversity and Independence	Opportunity	Opportunity: The Company acknowledges and embraces the importance of a diverse Board in its success. We believe that having a truly diverse board will help us to maintain our competitive advantage by leveraging diversity in thought, perspective, knowledge, ability, industry expertise, age, ethnicity, and gender.	Ensure a transparent nomination process for directors who possess a range of perspectives, experiences, expertise, and skills, as well as performance excellence.	Positive: Consistent efforts would lead to a positive impact due to improved productivity, etc.
5.	Water and Effluent Management		Water availability may become a concern area. Being a responsible Company, it needs to map and manage the water used across its operations and ensure that the consumption is socially equitable and environmentally sustainable.	The Company has commissioned state of the art technologies to reduce specific freshwater consumption, maximise recyclability and minimise external discharge.	Dependency on fresh water, lack of recyclability and excess discharge may impact future resource availability, resulting in environmental impact.

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.	CORE ELEMENT	PRINCIPLES
P1	ETHICS & TRANSPARENCY	BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.
P2	PRODUCT RESPONSIBILITY	BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.
P3	HUMAN RESOURCES	BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.
P4	RESPONSIVENESS TO THE STAKEHOLDERS	BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TOWARDS ALL THEIR STAKEHOLDER.S
P5	RESPECT FOR HUMAN RIGHTS	BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS
P6	RESPECT & PROTECT ENVIRONMENT	BUSINESSES SHOULD RESPECT & MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.
P7	PUBLIC POLICY ADVOCACY	BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.
P8	INCLUSIVE GROWTH	BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT
P9	CUSTOMER ENGAGEMENT	BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

DISCLOSURE QUESTIONS		P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES										
1(a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b)	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c)	*Web Link of the Policies, if available	https://hitechpipes.in/policies/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes /certifications/ labels/ standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015, ISO 9001, ISO 45001, ISO 14001 PRODUCT LICENSE: IS 1161, IS 1239, IS 3589, IS 4270, IS 4923, EN 10255, EN 10219.								
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The Company continues to place major emphasis on the conservation of energy, and the measures taken during the previous years in this regard were continued and extended to all plants to have access to renewable energy and Zero Liquid Discharge facilities. The Company's approach to sustainable development is incorporated into its business strategy. An integral part of its sustainable journey and its continuous endeavor to protect the environment through the conservation of water and energy, minimisation of waste and environmentally sound disposal.								
6	Performance of the entity against the specific commitments, goals, and targets, along with reasons in case the same are not met.	The Company has committed to formally enhancing Sustainability practices by adopting the guidelines defined under NGRBC It will work to reduce overall environmental footprint and improve the social impact of our customer delivery operations. All the manufacturing facilities have access to the alternate source of energy.								

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7 STATEMENT BY THE DIRECTOR RESPONSIBLE FOR THE BUSINESS RESPONSIBILITY REPORT, HIGHLIGHTING ESG-RELATED CHALLENGES, TARGETS, AND ACHIEVEMENTS (LISTED ENTITY HAS FLEXIBILITY REGARDING THE PLACEMENT OF THIS DISCLOSURE):

Our commitment to all aspects of sustainability is embedded in our founding principles – valuing our people, partners, communities, and environment. These strategic principles drive long-term value creation for all of us. Our sustainability strategy is an ongoing journey, and we plan to use our entrepreneurial, innovative spirit to continue leading the industry. Our research-based methodology enables us to regularly launch new product lines, reduce process time, improve process predictability, and raise cost effectiveness—all essential elements for the long-term viability of our Company. Our commitment to investing in cutting-edge technology helps us stay ahead of the curve and cater to the evolving needs of our customers. As a socially responsible company, we also prioritise sustainability and strive to minimise our environmental footprint through responsible manufacturing practices. We take pride in our quality standards and customer service, and our team of experts is dedicated to delivering customised solutions that meet our customers' specific requirements.

We remain committed to using natural resources prudently and effectively to reduce the negative environmental effects of our operations and to doing business in an environmentally sustainable manner in order to maintain our operations over the long term while preserving the ecosystem for future generations.

- We aspire to achieve business excellence through the Optimum utilisation of resources.
- Providing quality products and enriching the lives of people associated with us.
- Sustainable environment-friendly procedures and practices.
- The highest ethics and standards.
- The spirit of entrepreneurship and innovation.
- Hiring, developing, and retaining the best people.
- Maximising returns to stakeholders.

8 DETAILS OF THE HIGHEST AUTHORITY RESPONSIBLE FOR IMPLEMENTATION AND OVERSIGHT OF THE BUSINESS RESPONSIBILITY POLICY (IES): -

(a) Details of the Director(s) responsible for the implementation of the Business Responsibility Policy (ies)

S. No.	Particulars	Detail
1	DIN Number, if applicable	00670250
2	Name	Mr. Anish Bansal
3	Designation	Whole Time Director
4	Telephone No.	011-48440050
5	E-Mail id.	info@hitechpipes.in

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, Mr. Anish Bansal, Whole Time Director of the Company, oversees and periodically reviews the Business Responsibility and Sustainability Initiatives of the Company.

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 the above policies follow-up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Periodically, the NGRBC performance of the Company is reported to the executive committee of the Board on an Annual Basis.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Board requires the Committee to ensure compliance with all applicable regulations and obtain a statutory compliance certificate for relevant laws.									The Compliance report across all statutory requirements is submitted to the Directors and to the Audit Committee every quarter. In addition, tools are used to track and enforce 100% compliance.								

11 Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No external evaluation was undertaken, policies are periodically evaluated and updated by various department heads & business heads, and approved by the management and/or board.								

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

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

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section aims to assist entities in demonstrating how well they have integrated the Principles and Core Elements into important procedures and decisions. The information sought is divided into "Essential" and "Leadership" categories. 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 that 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 PROGRAMME ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR:

SEGMENT	TOTAL NUMBER OF TRAINING AND AWARENESS PROGRAMMES HELD	TOPICS/PRINCIPLES COVERED UNDER TRAINING AND ITS IMPACT	% OF PERSON IN RESPECTIVE CATEGORIES COVERED BY THE AWARENESS PROGRAMME
Board of Directors	1	Code of Conduct	100%
Key Managerial Personnel	1	Regulatory & Legal Updates	100%
Employees other than BOD and KMP	2	<ul style="list-style-type: none"> ■ Time Management ■ Health & Safety ■ Anti-Corruption and Anti-Bribery mechanism. ■ Human Rights 	98%
Workers	4	<ul style="list-style-type: none"> ■ Workers are required to undergo training on the Health & Safety ■ Human Rights ■ Fire-fighting and First Aid ■ Kaizen & Six Sigma ■ Mock Drill ■ Industrial Hygiene and on/ Offsite, 5S, 	95.69%

*All nine principles laid down in BRSR are covered by the Company's mandatory trainings and Code of

Conduct for Employees which is adhered to by all employees and Directors.

2. DETAILS OF FINES / PENALTIES / PUNISHMENT / AWARD / COMPOUNDING FEES / SETTLEMENT AMOUNT PAID IN PROCEEDINGS (BY THE ENTITY OR BY DIRECTORS / KMPS) WITH REGULATORS / LAW ENFORCEMENT AGENCIES / JUDICIAL INSTITUTIONS, IN THE FINANCIAL YEAR, IN THE FOLLOWING FORMAT (NOTE: THE ENTITY SHALL MAKE DISCLOSURES ON THE BASIS OF MATERIALITY AS SPECIFIED IN REGULATION 30 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE OBLIGATIONS) REGULATIONS, 2015 AND AS DISCLOSED ON THE ENTITY'S WEBSITE): -

MONETARY					
	NGRBC PRINCIPLE	NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS	AMOUNT (IN RS.)	BRIEF OF THE CASE	HAS AN APPEAL BEEN PREFERRED (YES/NO)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

	NGRBC PRINCIPLE	NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS	AMOUNT (IN RS.)	BRIEF OF THE CASE	HAS AN APPEAL BEEN PREFERRED (YES/NO)
Imprisonment	NIL	NIL	NIL	NA	No
Punishment	NIL	NIL	NIL	NA	No

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.

CASE DETAIL	NAME OF REGULATORY/ ENFORCEMENT AGENCY/ JUDICIAL INSTITUTION
Not Applicable	Not Applicable
Not Applicable	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.

The Company is firmly committed to upholding core values encompassing transparency, accountability, and exemplary governance. In addition to the Business Responsibility Policy, the Company has established a comprehensive 'Corporate Ethics and Code of Conduct.' This framework encompasses a range of critical aspects, including directives to counteract bribery and corruption. Moreover, the Company has implemented a robust vigil mechanism and a Whistle Blower Policy to ensure effective oversight. Ensuring confidentiality and non-retaliation, this mechanism creates a safe avenue for individuals to voice concerns without apprehension.

The 'Corporate Ethics and Code of Conduct' serves as a guiding compass for both the Directors and Employees of the Company. It outlines the expected standards of behaviour and ethical principles that must be upheld throughout their roles. These guidelines encompass stringent anti-bribery and anti-corruption measures, underscoring the company's unswerving dedication to principal dealings.

Furthermore, the Company extends its commitment to ethical conduct beyond its immediate sphere. It encourages its network of suppliers, contractors, and NGOs to embrace similar ethical benchmarks. The Company seeks to foster a wider environment of ethical business conduct and responsibility by fostering a collective commitment to these principles.

In conclusion, through these meticulously designed Code of Conduct, Mechanisms, Policies and Practices, the Company

underscores its dedication to principal business operations and strives to create a culture of accountability and transparency that permeates all facets of its operations.

- 5 NUMBER OF DIRECTORS/KMPS/EMPLOYEES/WORKERS AGAINST WHOM DISCIPLINARY ACTION WAS TAKEN BY ANY LAW ENFORCEMENT AGENCY FOR THE CHARGES OF BRIBERY/ CORRUPTION:

	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Director	NIL	NIL
KMP	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

** No incidents were reported during 2022-23 related to bribery/ corruption against any of the Directors/ KMPs/ employees/ workers.

- 6 DETAILS OF COMPLAINTS WITH REGARD TO CONFLICT OF INTEREST:

	FY-2022-23 Current Financial Year		FY-2021-22 Previous Financial Year	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of interest of the KMPs.	NIL	NA	NIL	NA

- 7 PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY ON ISSUES RELATED TO FINES / PENALTIES / ACTION TAKEN BY REGULATORS/ LAW ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS ON CASES OF CORRUPTION AND CONFLICTS OF INTEREST.

No cases of corruption or conflicts of interest required action by regulators / law enforcement agencies / judicial institutions.

LEADERSHIP INDICATORS

- 1 Awareness programme conducted for value chain partners on any of the principles during the financial year:

TOTAL NUMBER OF AWARENESS PROGRAMMES HELD	TOPIC/PRINCIPLE COVERED UNDER THE TRAINING	% OF VALUE CHAIN PARTNERS COVERED (BY VALUE OF BUSINESS DONE WITH SUCH PARTNER) UNDER THE AWARENESS PROGRAMME
1	P1 to P9	40%

The Company maintains strong relationships with its dealers and distributor. Awareness of sustainability is being created amongst dealers and distributors, training and awareness on energy, health and safety are being imparted to them.

- 2 DOES THE ENTITY HAVE PROCESSES IN PLACE TO AVOID/ MANAGE CONFLICT OF INTEREST INVOLVING MEMBERS OF THE BOARD? (YES/NO) IF YES, PROVIDE DETAILS OF THE SAME.

1) Yes, every director of the Company discloses his concern or interest in any Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, from time to time, which includes the shareholding, as provided in Section 184 of the Companies Act, 2013 read with Rules made thereunder.

- 2) The Board of Directors of the Company confirm compliance with the Code of Conduct wherein affirmation is also obtained to avoid conducting the Company’s business with a relative, or with a business in which a relative of a Director is associated in any significant role
- 3) Every director of the Company discloses their material interest, if any, directly or indirectly, or on behalf of the third parties, in any transaction or matter directly affecting the company at the beginning of every year.

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 PRODUCTS 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	NIL	NIL	NA
CAPEX	NIL	NIL	NA

- 2 DOES THE ENTITY HAVE PROCEDURES IN PLACE FOR SUSTAINABLE SOURCING? (YES/NO)

Yes, we are committed to having sustainable supply chain on social, ethical and environmental aspects and establishing sustainable practices for our suppliers. We have established a procedure to follow the Sourcing agreement and Vendor Code of conduct, in addition to contractual ESG obligations to encourage vendors to adhere to ESG guidelines. A stringent process is put in place to evaluate all new suppliers on ESG parameters such as Statutory and Regulatory compliances under Environment, Energy, Waste Management, Health and Safety working conditions etc.

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

95%, the Company focuses on the environmental impacts of sourcing and continually works with the supply chain partners and vendors to reduce the same. We know that most of the vendors/suppliers for key raw materials are working sustainably.

- 3 DESCRIBE THE PROCESSES IN PLACE TO SAFELY RECLAIM YOUR PRODUCTS FOR REUSING, RECYCLING AND DISPOSING AT THE END OF LIFE FOR

Our Commitment to environmental sustainability is unwavering. It is evident since we have adopted an environment-friendly approach that ensures all of our process wastes may be recycled. Our comprehensive waste reduction plan is further supported by our strategic alliances with respected third-party providers for the ethical treatment and disposal of non-steel materials. Our dedication towards reduction in plastic usage and vigorous implementation of recycling practises show our proactive approach toward building a greener future. Such measures are essential for reducing the environmental effects of plastic 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 Extended Producer Responsibility (EPR) plan submitted To Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable.

LEADERSHIP INDICATORS

- 1 HAS THE ENTITY CONDUCTED LIFE CYCLE PERSPECTIVE / ASSESSMENTS (LCA) FOR ANY OF ITS PRODUCTS (FOR THE MANUFACTURING INDUSTRY) OR FOR ITS SERVICES (FOR SERVICE INDUSTRY)? IF YES, PROVIDE DETAILS IN THE FOLLOWING FORMAT?

NIC CODE	NAME OF PRODUCT/ SERVICE	% OF TOTAL TURNOVER CONTRIBUTED	BOUNDARY FOR WHICH THE LIFE CYCLE PERSPECTIVE/ ASSESSMENT WAS CONDUCTED	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES/NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN (YES/NO) IF YES, PROVIDE THE WEB-LINK
-	-	-	-	-	-

- 2 IF THERE ARE ANY SIGNIFICANT SOCIAL OR ENVIRONMENTAL CONCERNS AND/OR RISKS ARISING FROM PRODUCTION OR DISPOSAL OF YOUR PRODUCTS / SERVICES, AS IDENTIFIED IN THE LIFE CYCLE PERSPECTIVE / ASSESSMENTS (LCA) OR THROUGH ANY OTHER MEANS, BRIEFLY DESCRIBE THE SAME ALONG WITH ACTION TAKEN TO MITIGATE THE SAME.

NAME OF PRODUCT/ SERVICE	DESCRIPTION OF RISK/ CONCERN	ACTION TAKEN
Nil	Nil	Nil

- 3 PERCENTAGE OF RECYCLED OR REUSED INPUT MATERIAL TO TOTAL MATERIAL (BY VALUE) USED IN PRODUCTION (FOR MANUFACTURING INDUSTRY) OR PROVIDING SERVICES (FOR SERVICE INDUSTRY).

INDICATE INPUT MATERIAL	RECYCLED OR REUSED INPUT MATERIAL TO TOTAL MATERIAL	
	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
NA	NA	NA

- 4 OF THE PRODUCTS AND PACKAGING RECLAIMED AT END OF LIFE OF PRODUCTS, AMOUNT (IN METRIC TONS) REUSED, RECYCLED, AND SAFELY DISPOSED, AS PER THE FOLLOWING FORMAT:

	FY-2022-23 CURRENT FINANCIAL YEAR			FY-2021-22 PREVIOUS FINANCIAL YEAR		
	RE-USED	RE-CYCLED	SAFELY DISPOSAL	RE-USED	RE-CYCLED	SAFELY DISPOSAL
Plastic (including packaging)	NA	NA	NA	NA	NA	NA
E-Waste	NA	NA	NA	NA	NA	NA
Hazardous Waste	NA	NA		NA	NA	NA
Other Waste	NA	NA	NA	NA	NA	NA

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

INDICATE THE PRODUCT CATEGORY	
Steel Pipes/Scrap	The Company is the leading structural Steel Pipes producer. During manufacturing, the Company produces steel pipes, and end cuts, which are not considered as waste. Accordingly, this question is not applicable to the Company.

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	% Of Employees Covered										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits*		Day care Facilities*	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	100	100	90.90%	-	-	-	-	No cases	-	-	-
Female	10	10	9.10%	-	-	No cases	-	-	-	-	-
Total	110	110	100%	-	-	-	-	-	-	-	-
OTHER THAN PERMANENT EMPLOYEES											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

b Details of measures for the well-being of workers

Category	% OF WORKERS COVERED										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	370	-	-	-	-	-	-	-	-	-	-
Female	10	-	-	-	-	No cases	-	-	-	-	-
Total	380	-	-	-	-	-	-	-	-	-	-
OTHER THAN PERMANENT WORKERS											
Male	50	-	-	-	-	-	-	-	-	-	-
Female	2	-	-	-	-	-	-	-	-	-	-
Total	52	-	-	-	-	-	-	-	-	-	-

2 DETAILS OF RETIREMENT BENEFITS FOR CURRENT FY AND PREVIOUS FINANCIAL YEAR.

BENEFITS	FY-2022-23 CURRENT FINANCIAL YEAR			FY-2021-22 PREVIOUS FINANCIAL YEAR		
	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%	Yes,	100%	100%	Yes
GRATUITY	100% as per statutory requirements	100%	As per the gratuity eligibility norms and kept as provision shown separately in other long-term provision	100%	100%	As per gratuity eligibility norms and kept as provision shown separately in other long-term provision
ESI	100%	100%	Yes	100%	100%	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, all the plants and offices of the Company are accessible for differently abled persons.

- 4 DOES THE ENTITY HAVE AN EQUAL OPPORTUNITY POLICY AS PER THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016? IF SO, PROVIDE A WEB-LINK TO THE POLICY.

The Company advocates and promotes diversity and equal opportunity policies and adheres to equal opportunity. The Company strongly acknowledges the immense benefits of having a diverse workforce. Our unwavering commitment is to provide every employee with equal employment opportunities and foster an inclusive work environment where everyone is treated with the utmost respect and dignity.

- 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	NA	NA	NA	NA
TOTAL	NA	NA	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/No (if yes, give details of the mechanism in brief)
Permanent Workers	Yes, the Company strives to foster a culture of respect and provide a platform to workers to voice their concerns confidentially, thereby upholding our commitment to a harassment-free workplace. Grievance procedures are defined for each location with a unionised workforce. They are also privy to the available multiple channels of Grievance redressal. The Company has a Vigil Mechanism and Whistle-blower policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct - without fear of any retaliation.
Other than Permanent Workers	The Company has a Vigil Mechanism and Whistle-blower policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct - without fear of any retaliation.
Permanent Employees	All employee grievances are addressed appropriately through multiple channels. The Company has a Vigil Mechanism and Whistle-blower policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct - without fear of any retaliation.
Other than Permanent Employees	The Company has a Vigil Mechanism and Whistle-blower policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct - without fear of any retaliation.

Additionally, our Anti-Sexual Harassment Policy is in place to effectively handle and resolve any grievances related to such issues. It has zero tolerance for any non-compliance with these principles.

- 7 MEMBERSHIP OF EMPLOYEES AND WORKER IN ASSOCIATION(S) OR UNIONS RECOGNIZED BY THE LISTED ENTITY:

CATEGORY	FY-2022-23 CURRENT FINANCIAL YEAR			FY-2021-22 PREVIOUS FINANCIAL YEAR		
	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 (A)	NO. OF EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY, WHO ARE PART OF ASSOCIATION (S) OR UNION (B)	% (B/A)
TOTAL PERMANENT EMPLOYEES	NA	NA	NA	NA	NA	NA
MALE	NA	NA	NA	NA	NA	NA
FEMALE	NA	NA	NA	NA	NA	NA
TOTAL PERMANENT WORKERS	NA	NA	NA	NA	NA	NA
MALE	NA	NA	NA	NA	NA	NA
FEMALE	NA	NA	NA	NA	NA	NA

8 DETAILS OF TRAINING GIVEN TO EMPLOYEES AND WORKERS:

CATEGORY	FY-2022-23 CURRENT FINANCIAL YEAR					FY-2021-22 PREVIOUS FINANCIAL YEAR				
	TOTAL (A)	ON HEALTH & SAFETY MEASURES		ON SKILL UPGRADATION		TOTAL (D)	ON HEALTH & SAFETY MEASURES		ON SKILL UPGRADATION	
		NO. (B)	% (B/A)	NO. (C)	% (C/A)		NO. (E)	% (E/D)	NO. (F)	% (F/D)
Employees										
Male	100	98	98%	98	98%	95	90	94.73%	90	94.73%
Female	10	8	80%	8	80%	10	9	90%	9	90%
Total	110	106	96.3%	106	96.3%	105	99	94.28%	99	94.28%
Workers										
Male	420	402	95.7%	402	95.7%	385	370	97.36%	370	97.36%
Female	12	12	100%	12	100%	12	11	91.66%	11	91.66%
Total	432	414	95.83%	414	95.83%	397	381	95.97%	381	95.97%

9 DETAILS OF PERFORMANCE AND CAREER DEVELOPMENT REVIEWS OF EMPLOYEES AND WORKERS

CATEGORY	FY-2022-23 CURRENT FINANCIAL YEAR			FINANCIAL YEAR 2021-22 PREVIOUS FINANCIAL YEAR		
	TOTAL(A)	NO.(B)	% (B/A)	TOTAL(C)	NO.(D)	% (D/C)
EMPLOYEES						
MALE	100	100	100%	95	95	100%
FEMALE	10	10	100%	10	10	100%
TOTAL	110	110	100%	105	105	100%
WORKERS						
MALE	420	420	100%	385	385	100%
FEMALE	12	12	100%	12	12	100%
TOTAL	432	432	100%	397	397	100%

10 HEALTH AND SAFETY MANAGEMENT SYSTEM:

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

The Company has taken a proactive approach to ensuring its employees' health, safety, and well-being. The range of training initiatives, including hazard identification, risk assessment, and total productive maintenance training, demonstrates a proactive approach to equipping employees with the knowledge and skills to navigate potential hazards. This fosters a heightened sense of personal responsibility for safety and contributes to an organisational culture where safety is paramount. Independent audits and medical checks reflect transparency and care. A monthly safety review has been facilitated by the Plant's head on a regular basis to reinforce safety importance. Mental health initiatives underscore holistic employee support. Your Company sets a benchmark for comprehensive and compassionate workplace care.

- 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 has implemented a comprehensive measures and initiatives to identify and manage work-related hazards effectively. Each of these measures plays a role in creating a safer work environment.

- On-Site Observation
- Team-based Risk Assessment
- Regular internal and external safety audits.
- Root Cause Investigation.
- Controlled Task Authorization
- Monitoring Work Zones

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

Yes, the Company has processes for workers to report the work-related hazards and to remove themselves from such risks.

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

The Company has implemented a well-defined mechanism that enables the employees to report work-related hazards and prioritise safety. Our comprehensive safety mechanism provides the process, emphasising employee well-being. Training sessions maintain awareness, and open communication fosters discussions on safety. Acknowledging and rewarding proactive safety engagement motivates others. Incident analysis drives enhancements, while regular procedure reviews ensure relevance. Plant head involvement underscores safety commitment, and a continuous improvement approach sustains safety progress.

11 DETAILS OF SAFETY-RELATED INCIDENTS, IN THE FOLLOWING FORMAT:

SAFETY INCIDENTS/NUMBERS	CATEGORY	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employee	Nil	Nil
	Worker	Nil	Nil
Total recordable work-related injuries	Employee	Nil	Nil
	Worker	Nil	Nil
No. of Fatalities	Employee	Nil	Nil
	Worker	Nil	Nil
High consequences work-related injury or ill-health (excluding fatalities)	Employee	Nil	Nil
	Worker	Nil	Nil

12 DESCRIBE THE MEASURES TAKEN BY THE ENTITY TO ENSURE A SAFE AND HEALTHY WORKPLACE.

Ensuring the safety and health of the workforce has been and will continue to be of paramount importance for us. Further refer Question No. 10.

13 NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

	FY-2022-23 CURRENT FINANCIAL YEAR			FY-2021-22 PREVIOUS FINANCIAL YEAR		
	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS
WORKING CONDITIONS	Nil	Nil	Nil	Nil	Nil	Nil
HEALTH AND SAFETY	Nil	Nil	Nil	Nil	Nil	Nil

14 ASSESSMENTS FOR THE YEAR:

	% OF YOUR PLANTS AND OFFICES THAT WERE ASSESSED (BY ENTITY OR STATUTORY AUTHORITIES OR THIRD PARTIES)
Health & Safety Practices	100 % of the plants were assessed by the Company
Working Conditions	100 % of the plants were assessed by the Company

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 incidents are recorded in Internal Tools and are thoroughly investigated to identify root cause and necessary corrective and preventive actions implemented throughout the organisation to avoid recurrence.

Our employees/contractors are being imparted trainings in HEALTH AND SAFETY related topics on regular basis.

LEADERSHIP INDICATORS

DOES THE ENTITY EXTEND ANY LIFE INSURANCE OR ANY COMPENSATORY PACKAGE IN THE EVENT OF DEATH OF

(A) EMPLOYEES (Y/N)	Employee's wellbeing is a priority for the management of the Company. In the unfortunate case of the death of an employee, the Company assists the surviving family in claiming the dues that are legally available to them and as per their entitlement as set forth by Company policy from time to time.
(B) WORKERS (Y/N)	Employee's wellbeing is a priority for the management of the Company. In the unfortunate case of the death of a worker, the Company assists the surviving family in claiming the dues that are legally available to them and as per their entitlement as set forth by Company policy from time to time.

- 2 PROVIDE THE MEASURES UNDERTAKEN BY THE ENTITY TO ENSURE THAT STATUTORY DUES HAVE BEEN DEDUCTED AND DEPOSITED BY THE VALUE PARTNERS.

The value chain partners are Substantially covered under the purview of the Employees' Provident Fund (EPF) and Employees' State Insurance (ESI) Acts. This inclusion consequently renders them accountable to deduct and deposit statutory dues. Furthermore, the contractual agreements executed between the Company and the aforementioned value chain partners encompass various clauses explicitly designed to ensure the fulfilment of requisite statutory dues such as PF, ESI and any other as the case may be.

- 3 PROVIDE THE NUMBER OF EMPLOYEES / WORKERS HAVING SUFFERED HIGH CONSEQUENCE WORK-RELATED INJURY / ILL-HEALTH / FATALITIES (AS REPORTED IN Q11 OF ESSENTIAL INDICATORS ABOVE), WHO HAVE BEEN REHABILITATED AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT:

	TOTAL NO. OF AFFECTED EMPLOYEES AND WORKERS		NO. OF EMPLOYEES AND WORKERS THAT ARE REHABILITATED AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT	
	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
EMPLOYEES	Nil	Nil	Nil	Nil
WORKERS	Nil	Nil	Nil	Nil

- 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)

Yes, the Company provides skill training from time to time that enables the employees to pursue employment post-retirement or termination.

- 5 DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:

	% of value chain partners (by the value of Business done with such partners) that were assessed
HEALTH & SAFETY PRACTICES	100%
WORKING CONDITIONS	

6 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM ASSESSMENTS OF HEALTH AND SAFETY PRACTICES AND WORKING CONDITIONS OF VALUE CHAIN PARTNERS.

The Value Chain Partners who are associated with the Company are internally trained for health & safety practices by the team with 100% coverage. We provide a workplace that is safe for them, where they can focus on their job responsibilities and obtain fulfilment.

The Value Chain Partners also undergo training on sexual harassment with 100% coverage.

An Internal risk review mechanism is in place with all relevant functions to understand the requirements through quarterly reviews with all the functions.

Inter-plant safety assessment exercise by the Factory Safety Officers.

“One Point Lesson” accident investigation format introduced. Horizontal deployment is being implemented on all lessons.

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.

Hi-Tech covers key material aspects that have been identified through their ongoing stakeholder engagement. The stakeholders are determined based on the significance of their impact on the business and the impact of the business on them. Identified stakeholders include Shareholders & Investors, Regulators, Employees & workers, Suppliers/ Partners Business Partners (Suppliers and Vendors) and the Community.

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	CHANNELS OF COMMUNICATION	FREQUENCY OF ENGAGEMENT	PURPOSE AND SCOPE OF ENGAGEMENT INCLUDING KEY TOPICS AND CONCERNS RAISED DURING SUCH ENGAGEMENT.
Shareholders & Investors	No	Annual General Meeting, Shareholder meets, Stock Exchange (SE) intimations, Investor/ Analysts Meet, Conference calls, Annual Reports, Quarterly Results, Media Releases, Email.	Ongoing	To provide update of developments in the Company
Regulators	No	Mandatory regulatory filings, Periodical submission of business performance, Written communications.	Periodically	Compliance with rules and regulations. Timely reporting through various compliance-based forms.
Employees & Workers	No	Email, Employee Engagement, Meetings, Employee Surveys	Periodically	To provide update on company strategy and performance. To Get feedback. Encourage to raise concerns.
Value Chain Partners	No	Suppliers Conference/ Supplier Audits	Periodically	To Get feedback. Encourage to raise concerns,
Customers/ Dealers	No	Surveys, customer events and meets, Participation in Trade Events organised by Industrial Associations	Periodically	To Provide update on Company Products & Offerings. To Get feedback. Encourage to raise concerns
Communities	Yes	Multiple channels - physical and digital and email	Periodically	Support socially high impact projects

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.

A robust foundation of governance built upon ethics, integrity, and transparency guides our path forward. The Board of Directors committee diligently oversees and assesses the Company's Sustainability strategy and Climate Action Plan.

The organisational framework for handling critical ESG aspects, including risks and opportunities tied to climate, is efficiently managed through a board-level committee. This committee evaluates and supervises ESG-related concerns and risk exposures, specifically those associated with climate impacts. Referred to as the Risk Management Committee, its primary role involves pinpointing potential threats to the Company's operations and crafting effective policies and strategies to minimise and mitigate these risks within the broader context of risk management.

- 2 WHETHER STAKEHOLDER CONSULTATION IS USED TO SUPPORT THE IDENTIFICATION AND MANAGEMENT OF ENVIRONMENTAL, AND SOCIAL TOPICS (YES / NO). IF SO, PROVIDE DETAILS OF INSTANCES AS TO HOW THE INPUTS RECEIVED FROM STAKEHOLDERS ON THESE TOPICS WERE INCORPORATED INTO POLICIES AND ACTIVITIES OF THE ENTITY.

Yes, stakeholder engagement covers key material issues driven by strategic objectives through various modes of engagements.

There is a primary internal custodian for each stakeholder group. For example employees feedback involve certain informed steps that lead to enhance communications and collaboration forums.

For suppliers, this has improved the ease of doing business and ability to address environmental and social aspects.

For communities, under the community ecology initiative, we focus on striking an ecological balance in our proximate communities by taking up projects that have direct and tangible benefits and strengthening our urban primary healthcare system is a focus area for us. This is because vulnerable communities still lack adequate personnel and amenities for their healthcare needs.

Similarly, for employees, the health, safety, and wellbeing of our employees are of paramount importance. We look at wellbeing holistically, connecting mind, body, and community to help us focus on being healthy, feeling happy, and living our life's purpose. Our employee wellness programs encompass three areas of employee wellbeing: Physical, emotional, and financial.

- 3 PROVIDE DETAILS OF INSTANCES OF ENGAGEMENT WITH, AND ACTIONS TAKEN TO, ADDRESS THE CONCERNS OF VULNERABLE/ MARGINALIZED STAKEHOLDER GROUPS.

Engaging with and addressing the concerns of underprivileged, vulnerable, and marginalised stakeholder groups is a fundamental aspect of ethical business practices for the Company. Through various initiatives, the Company has taken proactive steps to address these concerns by fostering meaningful conversations. This involves creating safe spaces where stakeholders can openly express their concerns. Furthermore, the Company ensures active and empathetic listening, showing a genuine willingness to understand their perspectives. Cultural sensitivity and consideration for language barriers are integrated into these interactions. Additionally, the Company employs diverse communication channels to ensure that information is accessible to all members of these groups.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS. UMAN 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 CURRENT FINANCIAL YEAR			FY-2021-22 PREVIOUS FINANCIAL YEAR		
	TOTAL (A)	NO. OF EMPLOYEES/WORKERS COVERED (B)	% (B/A)	TOTAL (C)	NO. OF EMPLOYEES/WORKERS COVERED (D)	% (D/C)
EMPLOYEES						
PERMANENT	110	106	96.36%	105	99	94.28%
OTHER THAN PERMANENT	Nil	Nil	Nil	Nil	Nil	Nil
TOTAL EMPLOYEES	110	106	96.36%	105	99	94.28%
WORKERS						
PERMANENT	380	365	96.05%	355	346	97.46%
OTHER THAN PERMANENT	52	49	94.23%	42	35	83.33%
TOTAL WORKERS	432	414	95.83%	397	381	95.96%

2 DETAILS OF MINIMUM WAGES PAID TO EMPLOYEES AND WORKERS, IN THE FOLLOWING FORMAT:

S. NO.	PARTICULARS	TOTAL (A)	MALE		FEMALE	
			NO. (B)	% (B/A)	NO. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	110	100	90.91%	10	9.09%
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
	Total Employees (D+E)	110	100	90.91%	10	9.09%
WORKERS						
1	Permanent (F)	380	370	97.37%	10	2.63%
2	Other than Permanent (G)	52	50	96.13%	02	3.85%
	Total Employees (F+G)	432	420	97.22%	12	2.77%

CATEGORY	FY-2022-23 CURRENT FINANCIAL YEAR					FY-2021-22 PREVIOUS FINANCIAL YEAR				
	TOTAL (A)	EQUAL TO MINIMUM WAGE		MORE THAN MINIMUM WAGE		TOTAL (D)	EQUAL TO MINIMUM WAGE		MORE THAN MINIMUM WAGE	
		NO. (B)	% (B/A)	NO. (C)	% (C/A)		NO. (E)	% (E/D)	NO. (F)	% (F/D)
EMPLOYEES										
PERMANENT										
Male	100	-	-	100	100%	95	-	-	95	100%
Female	10	-	-	10	100%	10	-	-	10	100%
OTHER THAN PERMANENT										
MALE	-	-	-	-	-	-	-	-	-	-
FEMALE	-	-	-	-	-	-	-	-	-	-
WORKERS										
PERMANENT										
MALE	370	-	-	370	100%	345	-	-	345	100%
FEMALE	10	-	-	10	100%	10	-	-	10	100%
OTHER THAN PERMANENT										
MALE	50	-	-	50	100%	40	-	-	40	100%
FEMALE	02	-	-	02	100%	02	-	-	02	100%

3 DETAILS OF REMUNERATION/SALARY/WAGES, IN THE FOLLOWING FORMAT:

	MALE		FEMALE	
	NUMBER	MEDIAN REMUNERATION/SALARY/WAGES OF RESPECTIVE CATEGORY	NUMBER	MEDIAN REMUNERATION/SALARY/WAGES OF RESPECTIVE CATEGORY
BOARD OF DIRECTORS	2	11,00,000	-	-
KMPS	2	87,500	-	-
EMPLOYEES OTHER THAN BODS AND KMPS	150	56,000	20	45,200
WORKERS	681	22,068	12	15,100

4 DO YOU HAVE A FOCAL POINT (INDIVIDUAL/ COMMITTEE) RESPONSIBLE FOR ADDRESSING HUMAN RIGHTS IMPACTS OR ISSUES CAUSED OR CONTRIBUTED BY THE BUSINESS? (YES/NO)

Yes.

5 DESCRIBE THE INTERNAL MECHANISMS IN PLACE TO REDRESS GRIEVANCES RELATED TO HUMAN RIGHTS ISSUES.

The Company has established a Vigil Mechanism wherein all employees can raise a grievance related to violation of any law including human rights or internal company policy. All grievances are properly and appropriately investigated. If, at the conclusion of its investigation, it is found that a violation has occurred, corrective action commensurate with the nature of the violation is taken.

Vigil Mechanism can be accessed at link <https://hitechpipes.in/wp-content/uploads/2023/07/Vigil-Mechanism-Policy.pdf>

6 NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

	FY-2022-23 CURRENT FINANCIAL YEAR			FY-2021-22 PREVIOUS FINANCIAL YEAR		
	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS
SEXUAL HARASSMENT	Nil	Nil	Nil	Nil	Nil	Nil
DISCRIMINATION AT WORKPLACE	Nil	Nil	Nil	Nil	Nil	Nil
CHILD LABOR	Nil	Nil	Nil	Nil	Nil	Nil
FORCED LABOR/ INVOLUNTARY LABOR	Nil	Nil	Nil	Nil	Nil	Nil
WAGES	Nil	Nil	Nil	Nil	Nil	Nil
OTHER HUMAN RIGHTS RELATED ISSUES	Nil	Nil	Nil	Nil	Nil	Nil

7 MECHANISMS TO PREVENT ADVERSE CONSEQUENCES TO THE COMPLAINANT IN DISCRIMINATION AND HARASSMENT CASES.

As part of its Vigil Mechanism, the company has Zero Retaliation Policy to protect a Concern raiser against any form of retaliation, such as a change of status, harassment or any other form of discrimination including but not limited to, threats of physical harm, loss of job, punitive work assignments, or impact on salary or wages, as a result of raising a Concern. In addition to this, the complainant is having the option to raise the compliant anonymously.

Vigil Mechanism can be accessed at link <https://hitechpipes.in/wp-content/uploads/2023/07/Vigil-Mechanism-Policy.pdf>

8 DO HUMAN RIGHTS REQUIREMENTS FORM PART OF YOUR BUSINESS AGREEMENTS AND CONTRACTS? (YES/NO)

Yes.

9 ASSESSMENTS FOR THE YEAR:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	During the reporting period, we conducted thorough assessments of all our plants and offices, and we confirmed that there were no instances of sexual harassment, discrimination, child labour, forced labour, or wage-related issues. Our steadfast commitment to ethical practices and creating a safe work environment ensures the well-being and rights of our employees are upheld at all times.
Forced Labor/ Involuntary Labor	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Other-specify	

10 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 9 ABOVE.

No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year, and none are pending at the end of the reporting year.

LEADERSHIP INDICATOR

1 DETAILS OF A BUSINESS PROCESS BEING MODIFIED / INTRODUCED AS A RESULT OF ADDRESSING HUMAN RIGHTS GRIEVANCES/COMPLAINTS.

The Company believes that it has upheld the basic principles of human rights in all its dealings. The Company regularly sensitises its employees on the Code of Conduct through various training programs.

2 DETAILS OF THE SCOPE AND COVERAGE OF ANY HUMAN RIGHTS DUE DILIGENCE CONDUCTED.

None.

3 IS THE PREMISE/OFFICE OF THE ENTITY ACCESSIBLE TO DIFFERENTLY ABLED VISITORS, AS PER THE REQUIREMENTS OF THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016?

Yes, the Company strongly believes in providing equal opportunities to all its employees' in line with the same. All the premises and offices of the company are accessible to differentially abled visitors.

4 DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
CHILD LABOR	NIL
FORCED LABOR/ INVOLUNTARY LABOR	NIL
SEXUAL HARASSMENT	NIL
DISCRIMINATION AT WORKPLACE	NIL
WAGES	NIL
OTHER-SPECIFY	NA

5 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 4 ABOVE.

No corrective action pertaining to Question 4 was necessitated by the Company during the year under review.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

1 DETAILS OF TOTAL ENERGY CONSUMPTION (IN JOULES OR MULTIPLES) AND ENERGY INTENSITY, IN THE FOLLOWING FORMAT: -

PARAMETER	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
Total Electricity Consumption (GJ)	62,592	58,913
Total Fuel Consumption (GJ) (B)	76,988	79,068
Energy Consumption through other sources (C)	Nil	Nil
Total Energy Consumption (A+B+C)	1,39,580	1,37,981
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupee crores)	75.02	91.26

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

- No independent assessment has been done.

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.

This is not applicable to the Company.

3 PROVIDE DETAILS OF THE FOLLOWING DISCLOSURES RELATED TO WATER, IN THE FOLLOWING FORMAT:

Environment conservation through resource management is not just a business practice but also something that drives us to challenge ourselves every day to deliver our value with increased efficiency and quality across every aspect of manufacturing.

PARAMETER	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
WATER WITHDRAWAL BY SOURCE (IN KILOLITERS)		
(i) Surface water	Nil	Nil
(ii) Groundwater	55,579	39,015
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others (Municipal Supply)	NA	NA
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	55,579	39,015
Total volume of water consumption (in kiloliters)	55,579	39,015
Water intensity per crore of turnover (Water consumed / turnover)	29.87	25.80

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

-No independent assessment has been done

4 HAS THE ENTITY IMPLEMENTED A MECHANISM FOR ZERO LIQUID DISCHARGE? IF YES, PROVIDE DETAILS OF ITS COVERAGE AND IMPLEMENTATION.

Most of our plants have zero liquid discharge facilities, while the rest are in an advanced implementation stage. It covers the end-to-end plant operations. Water from ETP is reused in the production processes. Any solid waste generated is disposed off through approved third-party agencies.

5 PLEASE PROVIDE DETAILS OF AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY, IN THE FOLLOWING FORMAT:

PARAMETER	PLEASE SPECIFY UNITS	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
NOx	Mg/NM3	Within statutory limits	Within statutory limits
Sox	Mg/NM3	Within statutory limits	Within statutory limits
Particulate Matter (PM)	Mg/NM3		
Persistent Organic Pollutants (POP)	Mg/NM3	Within statutory limits	Within statutory limits
Volatile Organic Compound (VOC)	Mg/NM3	Within statutory limits	Within statutory limits
Hazardous Air Pollutants (HAP)	Mg/NM3	Within statutory limits	Within statutory limits
Others- Please Specify **(Carbon and its compounds)	Mg/NM3	Within statutory limits	Within statutory limits

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

-No independent assessment has been done

- 6 PROVIDE DETAILS OF GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY, IN THE FOLLOWING FORMAT:

PARAMETERS	UNITS	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
TOTAL SCOPE 1 EMISSIONS (BREAK-UP OF THE GHG INTO CO ₂ , CH ₄ , N ₂ O, HFCS, PFCS, SF ₆ , NF ₃ , IF AVAILABLE)	-	-	-
TOTAL SCOPE 2 EMISSIONS (BREAK-UP OF THE GHG INTO CO ₂ , CH ₄ , N ₂ O, HFCS, PFCS, SF ₆ , NF ₃ , IF AVAILABLE)	-	-	-
TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS PER RUPEE OF TURNOVER	-	-	-

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

- No independent assessment has been done.

- 7 DOES THE ENTITY HAVE ANY PROJECT RELATED TO REDUCING GREEN HOUSE GAS EMISSION? IF YES, THEN PROVIDE DETAILS.

No

- 8 PROVIDE DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY, IN THE FOLLOWING FORMAT:

PARAMETER	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
TOTAL WASTE GENERATED (IN METRIC TONS)		
Plastic Waste (A)	-	-
E-Waste (B)	-	-
Bio-medical Waste (C)	-	-
Construction and Demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous Waste, please specify, if any (G)	-	-
Other Non-Hazardous Waste generated (H), Please specify if any. (Break up by composition i.e., by material relevant to the sector)	-	-
Total (A+B+C+D+E+F+G+H)	-	-
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	-	-
(ii) Reused	-	-
(iii) Other recovery operations	-	-
Total	-	-
FOR EACH CATEGORY OF WASTE GENERATED, TOTAL WASTE DISPOSED BY NATURE OF DISPOSAL METHOD (IN METRIC TONS)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other Disposal Operations	-	-
Total	-	-

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

-No independent assessment has been done.

9 BRIEFLY DESCRIBE THE WASTE MANAGEMENT PRACTICES ADOPTED IN YOUR ESTABLISHMENTS. DESCRIBE THE STRATEGY ADOPTED BY YOUR COMPANY TO REDUCE USAGE OF HAZARDOUS AND TOXIC CHEMICALS IN YOUR PRODUCTS AND PROCESSES AND THE PRACTICES ADOPTED TO MANAGE SUCH WASTES.

Yes, the Company complies with all applicable laws. The waste is disposed off to authorised vendors or organisations for disposal. To improve waste efficiency, we have adopted waste management procedures throughout our facilities. Hazardous and non-hazardous waste are segregated and managed through a robust waste management system.

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:

Not Applicable

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, the Company complies 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.

LEADERSHIP INDICATORS

1 PROVIDE BREAK-UP OF THE TOTAL ENERGY CONSUMED (IN JOULES OR MULTIPLES) FROM RENEWABLE AND NON-RENEWABLE SOURCES, IN THE FOLLOWING FORMAT:

Parameter	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
From renewable sources		
Total Electricity Consumption (A)	20,846	19,798
Total Fuel Consumption (B)	-	-
Energy Consumption through other Sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	20,846	19,798
From non-renewable Source		
Total Electricity Consumption (D)	48,641	4,6196
Total Fuel Consumption (E)	-	-
Energy Consumption through other Sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	48,641	4,6196

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

- No independent assessment has been done.

2 PROVIDE THE FOLLOWING DETAILS RELATED TO WATER DISCHARGED:

PARAMETER	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
WATER DISCHARGE BY DESTINATION AND LEVEL OF TREATMENT (IN KILOLITERS)		
(i) To surface Water		
- No Treatment	0	0
- With Treatment-please specify the level of treatment	0	0
(ii) To Groundwater		
- No Treatment	0	0
- With Treatment-please specify the level of treatment	0	0
(iii) To Seawater		
- No Treatment	0	0
- With Treatment-please specify the level of treatment	0	0
(iv) Sent to Third Party		
- No Treatment	0	0
- With Treatment-please specify the level of treatment	0	0
(v) Others		
- No Treatment	0	0
- With Treatment-please specify the level of treatment	0	0
Total Water discharge (in Kiloliters)	0	0

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

No independent assessment has been done.

3 WATER WITHDRAWAL, CONSUMPTION, AND DISCHARGE IN AREAS OF WATER STRESS (IN KILOLITERS):

FOR EACH FACILITY / PLANT LOCATED IN AREAS OF WATER STRESS, PROVIDE THE FOLLOWING INFORMATION: -

(I) NAME OF THE AREA

(II) NATURE OF OPERATIONS

(III) WATER WITHDRAWAL, CONSUMPTION, AND DISCHARGE IN THE FOLLOWING FORMAT:

PARAMETER	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
WATER WITHDRAWAL BY SOURCE (IN KILO LITERS)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters)	Nil	Nil
Total volume of water consumption (in kiloliters)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	Nil	Nil
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface Water		
- No Treatment	Nil	Nil
- With Treatment-specify the level of Treatment	Nil	Nil
(ii) Into Ground water		
- No Treatment	Nil	Nil
- With Treatment-specify the level of Treatment	Nil	Nil
(iii) Into Sea water		
- No Treatment	Nil	Nil
- With Treatment-specify the level of Treatment	Nil	Nil
(iv) Sent to Third Parties		
- No Treatment	Nil	Nil
- With Treatment-specify the level of Treatment	Nil	Nil
(v) Others		
- No Treatment	Nil	Nil
- With Treatment-specify the level of Treatment	Nil	Nil
Total Water Discharge (in Kiloliters)	Nil	Nil

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

No independent assessment has been done.

4 PLEASE PROVIDE DETAILS OF TOTAL SCOPE 3 EMISSIONS & ITS INTENSITY, IN THE FOLLOWING FORMAT:

PARAMETERS	UNITS	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
TOTAL SCOPE 3 EMISSIONS (BREAK-UP OF THE GHG INTO CO2, CH4, N2O, HFCS, PFCS, SF6, NF3, IF AVAILABLE)	Metric tonnes of CO2 equivalent	The Company is in the process of setting up the system for tracking scope 3 emissions. The same can be published in the forthcoming years	
TOTAL SCOPE 3 EMISSIONS PER RUPEE OF TURNOVER			
TOTAL SCOPE 3 EMISSION INTENSITY (OPTIONAL) – THE RELEVANT METRIC MAY BE SELECTED BY THE ENTITY			

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

No independent assessment has been done.

5 WITH RESPECT TO THE ECOLOGICALLY SENSITIVE AREAS REPORTED AT QUESTION 10 OF ESSENTIAL INDICATORS ABOVE, PROVIDE DETAILS OF SIGNIFICANT DIRECT & INDIRECT IMPACT OF THE ENTITY ON BIODIVERSITY IN SUCH AREAS ALONG-WITH PREVENTION AND REMEDIATION ACTIVITIES.

We, at Hi-Tech do not perform any business activity which has an irreversible or negative impact on biodiversity. Also, we do not have any operational sites near high biodiversity value area or protected area.

6 IF THE ENTITY HAS UNDERTAKEN ANY SPECIFIC INITIATIVES OR USED INNOVATIVE TECHNOLOGY OR SOLUTIONS TO IMPROVE RESOURCE EFFICIENCY, OR REDUCE IMPACT DUE TO EMISSIONS / EFFLUENT DISCHARGE / WASTE GENERATED, PLEASE PROVIDE DETAILS OF THE SAME AS WELL AS OUTCOME OF SUCH INITIATIVES, AS PER THE FOLLOWING FORMAT:

S. NO.	INITIATIVES UNDERTAKEN	DETAILS OF INITIATIVES (WEB LINK, IF ANY, MAY BE PROVIDED ALONG WITH SUMMARY)	OUTCOMES OF INITIATIVES
-		-	-

7 DOES THE ENTITY HAVE A BUSINESS CONTINUITY AND DISASTER MANAGEMENT PLAN? GIVE DETAILS IN 100 WORDS/ WEB LINK.

At Hi-tech, our commitment to safety goes beyond theoretical frameworks. We have firmly established onsite Emergency Plans that align seamlessly with Occupational Health and Safety Assessment Series (OHSAS) guidelines. These plans are not just static documents; they are dynamic, actionable strategies designed to safeguard lives, assets, and our commitment to responsible operations.

Our onsite Emergency Plans are living blueprints that detail precise steps to be taken in the event of unforeseen incidents. Rooted in the OHSAS framework, these plans meticulously outline procedures for a wide range of potential emergencies, from fire incidents to natural disasters. These guidelines are not just regulatory requirements; they're our promise to our workforce, our community, and the environment.

A plan is only as good as its execution. To ensure readiness, we conduct regular MOCK DRILLS that simulate emergency scenarios in real-time. These drills are orchestrated with the participation of key stakeholders, including Incident Controllers, Site Controllers, Fire Fighters, and District Authorities such as the District Collector, Police, Fire Brigade, and Medical Officers. Our mock drills are a testament to this commitment. They exemplify our dedication to the well-being of our employees, the integrity of our operations, and the

protection of the environment. By adhering to OHSAS guidelines, we uphold the highest standards of occupational health and safety, fostering a culture of preparedness, resilience, and responsible conduct.

- 8 DISCLOSE ANY SIGNIFICANT ADVERSE IMPACT TO THE ENVIRONMENT, ARISING FROM THE VALUE CHAIN OF THE ENTITY. WHAT MITIGATION OR ADAPTATION MEASURES HAVE BEEN TAKEN BY THE ENTITY IN THIS REGARD?

No significant adverse impact has been observed from the value chain pertaining to the environment.

- 9 PERCENTAGE OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) THAT WERE ASSESSED FOR ENVIRONMENTAL IMPACTS.

In process

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 BODY) THE ENTITY IS A MEMBER OF/ AFFILIATED TO:

S. NO.	NAME OF TRADE AND INDUSTRY CHAMBER/ ASSOCIATIONS	REACH OF TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS (STATE/ NATIONAL)
1	All India Induction Furnaces Association	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 THE AUTHORITY	BRIEF OF THE CASE	CORRECTIVE ACTION TAKEN
NA	NA	NA

For the financial year under review, the Company received no adverse orders from regulatory bodies; hence, no corrective actions were required.

LEADERSHIP INDICATORS

DETAILS OF PUBLIC POLICY POSITIONS ADVOCATED BY THE ENTITY:

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in Public Domain	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- please specify)	Web Link, if available
	NA	NA	NA	NA	NA

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

DETAILS OF SOCIAL IMPACT ASSESSMENTS (SIA) OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR.

NAME AND BRIEF DETAIL OF THE PROJECT	SIA NOTIFICATION NO.	DATE OF NOTIFICATION	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES/ NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN	RELEVANT WEB LINK
NA	NA	NA	NA	NA	NA

2 PROVIDE INFORMATION ON PROJECT(S) FOR WHICH ONGOING REHABILITATION AND RESETTLEMENT (R&R) IS BEING UNDERTAKEN BY YOUR ENTITY, IN THE FOLLOWING FORMAT:

S.NO.	NAME OF PROJECT FOR WHICH R&R IS ONGOING	STATE	DISTRICT	NO. OF PROJECTS AFFECTED FAMILIES (PAFS)	% OF PAFS COVERED BY R&R	AMOUNT PAID TO PAFS IN THE FY (IN INR)
1.	NA	NA	NA	NA	NA	NA

3 DESCRIBE THE MECHANISMS TO RECEIVE AND REDRESS GRIEVANCES OF THE COMMUNITY.

Yes, the Company has formal and informal communication channels for engaging with the communities. All the community grievances are received through the respective manufacturing site and Corporate Affairs Department and these are appropriately addressed through the local and corporate level leadership teams. Grievance redressal mechanisms are customized based on specific requirements of each locations to be most effective.

We ensure that a significant number of the contractors and workmen we employ are from the local communities. All grievances are taken seriously and there is a transparent process through which the resolutions are externally and internally to key stakeholders. We also have a corporate whistle blower mechanism which enables the proper re-dressal of all types of grievances.

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

	FY-2022-23 CURRENT FINANCIAL YEAR	FY-2021-22 PREVIOUS FINANCIAL YEAR
Directly sourced from MSME/ Small producers	2 %	2 %
Sourced directly from within the district and neighboring Districts	5 %	5 %

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):

DETAIL OF NEGATIVE SOCIAL IMPACT IDENTIFIED	CORRECTIVE ACTION TAKEN
Not Applicable	Not Applicable

2 PROVIDE THE FOLLOWING INFORMATION ON CSR PROJECTS UNDERTAKEN BY YOUR ENTITY IN DESIGNATED ASPIRATIONAL DISTRICTS AS IDENTIFIED BY GOVERNMENT BODIES:

S. NO.	STATE	ASPIRATIONAL DISTRICT	AMOUNT SPENT (IN INR)
	Nil	Nil	Nil

3 a DO YOU HAVE A PREFERENTIAL PROCUREMENT POLICY WHERE YOU GIVE PREFERENCE TO PURCHASE FROM SUPPLIERS COMPRISING MARGINALIZED /VULNERABLE GROUPS? (YES/NO)

No

b FROM WHICH MARGINALIZED /VULNERABLE GROUPS DO YOU PROCURE?

No

c WHAT PERCENTAGE OF TOTAL PROCUREMENT (BY VALUE) DOES IT CONSTITUTE?

Nil

4 DETAILS OF THE BENEFITS DERIVED AND SHARED FROM THE INTELLECTUAL PROPERTIES OWNED OR ACQUIRED BY YOUR ENTITY (IN THE CURRENT FINANCIAL YEAR), BASED ON TRADITIONAL KNOWLEDGE:

S. NO.	INTELLECTUAL PROPERTY BASED ON TRADITIONAL KNOWLEDGE	OWNED/ ACQUIRED (YES/ NO)	BENEFIT SHARED (YES/ NO)	BASIS OF CALCULATING BENEFIT SHARE
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The Company do not own or acquired intellectual property based on traditional knowledge

5 DETAILS OF CORRECTIVE ACTIONS TAKEN OR UNDERWAY, BASED ON ANY ADVERSE ORDER IN INTELLECTUAL PROPERTY-RELATED DISPUTES WHEREIN USAGE OF TRADITIONAL KNOWLEDGE IS INVOLVED.

NAME OF AUTHORITY	BRIEF OF CASE	CORRECTIVE ACTION TAKEN
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Not Applicable

6 DETAILS OF BENEFICIARIES OF CSR PROJECTS:

S. NO.	CSR PROJECTS	NO. OF PERSONS BENEFITTED FROM CSR PROJECTS	% OF BENEFICIARIES FROM VULNERABLE AND MARGINALIZED GROUPS
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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 robust mechanism in place to address Customer Complaints. All Customer Complaints are received at info@hitechpipes.in and necessary actions are taken to address the issues raised. The customer satisfaction survey is sent on the closure of customer complaints.

The Company Management runs customer engagement sessions, technical seminars to measure customer satisfaction level and gather feedback about its product & services. Necessary actions are taken to improve the product / services in line with feedback.

2 TURNOVER OF PRODUCTS AND/ SERVICES AS A PERCENTAGE OF TURNOVER FROM ALL PRODUCTS/ SERVICE THAT CARRY INFORMATION ABOUT:

	As a percentage of Total Turnover
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Environmental and Social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

3 NUMBER OF CONSUMER COMPLAINTS IN RESPECT OF THE FOLLOWING:

	FY 2022-23 CURRENT FINANCIAL YEAR		REMARKS	FY- 2021-22 PREVIOUS FINANCIAL YEAR		REMARKS
	RECEIVED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR		RECEIVED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	
DATA PRIVACY	Nil	Nil	NA	Nil	NA	Nil
ADVERTISING	Nil	Nil	NA	Nil	NA	
CYBER SECURITY	Nil	Nil	NA	Nil	NA	
DELIVERY OF ESSENTIAL SERVICE	Nil	Nil	NA	Nil	NA	
RESTRICTIVE TRADE PRACTICES	Nil	Nil	NA	Nil	NA	
UNFAIR TRADE PRACTICES	Nil	Nil	NA	Nil	NA	
OTHERS	Nil	Nil	NA	Nil	NA	

4 DETAILS OF INSTANCES OF PRODUCT RECALLS ON ACCOUNT OF SAFETY ISSUES:

	NUMBER	REASONS FOR RECALL
VOLUNTARY RECALLS	0	NA
FORCED RECALLS	0	NA

5 DOES THE ENTITY HAVE A FRAMEWORK/ POLICY ON CYBER SECURITY AND RISKS RELATED TO DATA PRIVACY? (YES/NO) IF AVAILABLE, PROVIDE A WEB-LINK OF THE POLICY.

Yes, we have a cyber security policy in place which is available on the internal network of the company.

6 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY ON ISSUES RELATING TO ADVERTISING, AND DELIVERY OF ESSENTIAL SERVICES; CYBER SECURITY AND DATA PRIVACY OF CUSTOMERS; RE-OCCURRENCE OF INSTANCES OF PRODUCT RECALLS; PENALTY / ACTION TAKEN BY REGULATORY AUTHORITIES ON SAFETY OF PRODUCTS / SERVICES.

Not Applicable.

LEADERSHIP INDICATORS

1 CHANNELS / PLATFORMS WHERE INFORMATION ON PRODUCTS AND SERVICES OF THE ENTITY CAN BE ACCESSED (PROVIDE WEB LINK, IF AVAILABLE).

Information relating to all the products offered by the Company is available on the Company's website. i.e., <https://hitechpipes.in/>. Additionally, the Company actively uses various social media and digital platforms to disseminate product information.

2 STEPS TAKEN TO INFORM AND EDUCATE CONSUMERS ABOUT SAFE AND RESPONSIBLE USAGE OF PRODUCTS AND/OR SERVICES

The Company continually conduct various training programs to educate dealers and distributors about its existing and new product offerings. Additionally, the Company actively engages in industry events hosted by organisations focused on industrial growth. These events provide valuable opportunities to exhibit the Company's product line, effectively amplifying awareness and knowledge across a wide range of potential customers.

3 MECHANISMS IN PLACE TO INFORM CONSUMERS OF ANY RISK OF DISRUPTION/ DISCONTINUATION OF ESSENTIAL SERVICES.

The Company has put in place effective communication protocols, both formal and informal, to inform its customers on any supply disruptions.

- 4 DOES THE ENTITY DISPLAY PRODUCT INFORMATION ON THE PRODUCT OVER AND ABOVE WHAT IS MANDATED AS PER LOCAL LAWS? (YES/NO/NOT APPLICABLE) IF YES, PROVIDE DETAILS IN BRIEF. DID YOUR ENTITY CARRY OUT ANY SURVEY WITH REGARD TO CONSUMER SATISFACTION RELATING TO THE MAJOR PRODUCTS / SERVICES OF THE ENTITY, SIGNIFICANT LOCATIONS OF OPERATION OF THE ENTITY OR THE ENTITY AS A WHOLE? (YES/NO)

Yes, the Company adheres to all product labelling and product information requirements as per the local laws/ Statutory and relevant acts. Yes, we carry out consumer surveys to identify the needs of consumers and use this information for product development.

- 5 PROVIDE THE FOLLOWING INFORMATION RELATING TO DATA BREACHES:

A. NUMBER OF INSTANCES OF DATA BREACHES ALONG-WITH IMPACT

- Nil

B. PERCENTAGE OF DATA BREACHES INVOLVING PERSONALLY IDENTIFIABLE INFORMATION OF CUSTOMERS.

- Nil