



# Shivalik Bimetal Controls Ltd.

(A Govt. of India Recognised Star Export House)

Regd. Off. : 16 - 18, New Electronics Complex, Chambaghat, Distt. Solan - 173213, H.P. ( INDIA )  
Phone : + 91 - 1792 - 230578 Fax : + 91 - 1792 - 230475, 230578  
Email : plant@shivalikbimetals.com Website : www.shivalikbimetals.com  
Secretarial / Investor Department : investor@shivalikbimetals.com  
CIN : L27101HP1984PLC005862



SBCL/BSE & NSE/2023-24/43

02<sup>nd</sup> September, 2023

<b>To,</b> BSE Limited Corporate Relationship Deptt. PJ Towers, 25th Floor, Dalal Street, Mumbai – 400 001 <b>Code No. 513097</b>	<b>To,</b> National Stock Exchange of India Ltd. Exchange Plaza, Plot No.C/1, G-Block Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 <b>Code No. SBCL</b>
--	--

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

Dear Sir/Madam,

Please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

The Business Responsibility and Sustainability Report for the Financial Year 2022-23 is also available on Company's website [www.shivalikbimetals.com](http://www.shivalikbimetals.com)

This is for your information and record.

**For Shivalik Bimetal Controls Ltd.**

**Aarti Sahni**  
**Company Secretary & Compliance Officer**

**Encl: As above**

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L27101HP1984PLC005862
2.	<b>Name of the Listed Entity</b>	Shivalik Bimetal Controls Ltd.
3.	<b>Year of incorporation</b>	1984
4.	<b>Registered office address</b>	16-18 New Electronics Complex, Chambaghat Distt. Solan Himachal Pradesh 173213
5.	<b>Corporate address</b>	H-2, Suneja Chambers, Alaknanda Commercial Complex, New Delhi – 110019
6.	<b>E-mail</b>	investor@shivalikbimetals.com
7.	<b>Telephone</b>	+91-1792 – 230578 +91-011-26027174
8.	<b>Website</b>	www.shivalikbimetals.com
9.	<b>Financial Year for which reporting is being done</b>	2022-23
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange of India Limited (NSE) Bombay Stock Exchange (BSE Limited)
11.	<b>Paid-up Capital</b>	11,52,08,400/-
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Kanav Anand Landline 011-26027174 Email: investor@shivalikbimetals.com
13.	<b>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)</b>	Disclosure made in this report is on Standalone basis and pertains only to Shivalik Bimetal Controls 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	Manufacturing of Thermostatic Bimetal/ Trimetal Strips/ Parts Manufacturing of EB welded shunt (resistors)	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing of Thermostatic Bimetal/ Trimetal Strips/ Parts	24204	53%
2	Manufacturing of EB welded shunt (resistors)	24201	47%

## Business Responsibility & Sustainability Report *continued*

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	2*	1	3
International	-	-	-

\*Commercial Production w.r.t Unit-IV, have been started w.e.f 01<sup>st</sup> August, 2023

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

##### a. Number of locations

Locations	Number
National (No. of States)	18 States
International (No. of Countries)	38+ Countries

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

64.55%

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

The Company caters to a diverse range of customers across various industries pre-dominantly serving B2B customers – supplying thermostatic bimetal/ trimetal's strips, components, spring rolled stainless steel, electron beam welded shunt material (strip and finished components) cold bonded strips and parts, snap action disc, CNC formed coils of bimetal/trimetal etc. There are approx. 250+ customers both domestic and overseas. The major customer belongs to switchgears, circuit breakers, automotive, energy meter and various other electrical and electronic devices industries.

### IV. Employees

#### 18. Details as at the end of Financial Year 2022- 2023:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. C	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	152	145	95%	7	5%
2.	Other than Permanent (E)	9	9	100%	0	0%
3.	<b>Total employees (D + E)</b>	<b>161</b>	<b>154</b>	<b>95%</b>	<b>7</b>	<b>5%</b>
<b>Workers</b>						
4.	Permanent (F)	326	312	95%	14	5%
5.	Other than Permanent (G)	321	321	100%	0	0%
6.	<b>Total workers (F + G)</b>	<b>647</b>	<b>633</b>	<b>97%</b>	<b>14</b>	<b>3%</b>

## Business Responsibility & Sustainability Report *continued*

### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. C	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	-	-	-	-	-
<b>Differently Abled Workers</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	<b>Total differently abled workers (F + G)</b>	-	-	-	-	-

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33%
Key Management Personnel	*4	1	25%

\*Key Managerial Personnel includes Managing Director, Chairman cum Whole Time Director, Chief Financial Officer and Company Secretary

### 20. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY – 22-23 (Turnover rate in current FY)			FY – 21-22 (Turnover rate in previous FY)			FY – 20-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.92%	0.73%	3.65%	2.67%	-	2.67%	8.53%	-	8.53%
Permanent Workers	2.23%	0.37%	2.60%	2.87%	-	2.87%	3.41%	-	3.41%

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

### 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Shivalik Bimetal Engineers Private Limited	Wholly owned subsidiary (w.e.f. 29.04.2022)	100 %	No
2	Shivalik Engineered Products Private Limited (Formerly Known as Checon Shivalik Contact Solutions Private Limited)	Wholly owned subsidiary (w.e.f. 12.04.2022)	100 %	No
3	Innovative Clad Solutions Private Limited	Joint Venture	16.01%	No

# Business Responsibility & Sustainability Report *continued*

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹): 42,023.01/- (In Lakhs)
- (iii) Net worth (in ₹): 25,500.89/- (In Lakhs)

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY: 22-23 Current Financial Year			FY: 21-22 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	-	-	-	-	-	-	-
Investors (other than shareholders) and Shareholders	Yes	5	1*	-	1	1	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	15	0	All Customer Complaints are closed	14	0	All Customer Complaints are closed
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

Notes:

\*Complaint has been received on 28<sup>th</sup> March, 2023 and resolved the same on 01<sup>st</sup> April, 2023

- Weblink Shareholder Grievance: <https://www.shivalikbimetals.cWom/corporate-governance.php>
- Weblink Employee Grievance: <https://www.shivalikbimetals.com/images/pdf/Whistle-Blower-Policy.pdf>

The Company has a dedicated mechanism which regularly keeps a track of the complaints received from shareholders/ stakeholders and promptly responds to the complainant to ensure that the complaint is resolved immediately to the satisfaction of the shareholder/stakeholder without any delay.

## Business Responsibility & Sustainability Report *continued*

### 24. Overview of the entity’s material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (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	Handling Hazardous Material/ Waste	Risk	Handling hazardous material/waste in business operations with care to avoid any threats posed to the health and well-being of our employees and to our surrounding environment	Adherence to standards pertaining to Occupational Health and Safety, the Company’s Environment, Health and Safety (“EHS”) Policy and highest operational standards for handling hazardous materials; <ul style="list-style-type: none"> <li>• Continuous engagement with suppliers for identifying any new threats/better options to mitigate the risks;</li> <li>• Periodic risk assessments using quantitative risk assessment and closure of action plans arising out of such assessments;</li> <li>• Having a comprehensive Emergency Response Plan in place; and</li> <li>• Plant design to adhere to inherent safe design based on various applicable standards.</li> </ul>	Negative: Impact on health and well-being of employees at the plants & community nearby.

## Business Responsibility & Sustainability Report *continued*

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Safety risk	Risk and Opportunity	The manufacturing operations of the Company require employees to work upon plant, machinery, and material handling equipment, all of which carry an inherent risk of injury	Adherence to safety standards, the Company's EHS Policy and highest operational standards for handling hazardous materials at plants.	Positive: Adoption of latest and cutting-edge safety related protocols and measures to create a safe work environment.  Negative: Impact on health and well-being of employees at the Company.
3	Products and Innovation	Opportunity	Product enhancement, diversification and value add aligned to industry trends	-	Positive financial impact
4	Technological	Risk and Opportunity	Technology is ever changing and plays a vital role in our operations from process automation and quality control to supply chain management and customer engagement. Failure to keep abreast with latest technological changes could pose a competitive disadvantage and impact Company's ability to meet customer demands. Further, in this digital world, threats; like cyber-attacks and data breaches could result in financial losses, reputational damages which could impact the brand reputation of the Company.	Company invests in Research and Development to mitigate the technology related risks and has approved R&D facility in house towards this. The R&D focusses on improving our processes and products and develop innovative solutions meeting the evolving needs of the customers. The Company is taking steps to strengthen its cyber security measures to protect our data and infrastructure assets. The technological advancement also provides opportunity to upgrade our offerings to customers in a more sustainable manner.	Positive/ Negative

# Business Responsibility & Sustainability Report *continued*

## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available (To discuss)	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company encourages its value chain partners to engage in responsible and sustainable business practises considering their capabilities and resources. To enable this, company has fair trade practises, whistle blower policy, Grievance Mechanism etc.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes; Policies have been developed considering relevant Acts like The Companies Act, 2013, The SEBI (Listing Obligation Disclosure Requirements) Regulation 2015, The Factories Act, 1948 and other various other Statutes which refers to National / International, certifications, labels and standards like ISO 9001, ISO 14001 and ISO 45001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company recognises that improving its ESG performances is a continuous process. Currently, specific commitment, goals or target have not been set by the Company. However, the efforts made towards maintaining and improving its ESG performance are addressed throughout the report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								



# Business Responsibility & Sustainability Report *continued*

<b>Governance, leadership and oversight</b>	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>We recognise the importance of Environmental, Social and Governance (ESG) factors in creating a sustainable future for our business and society as a whole.</p> <p>We believe that by prioritising ESG considerations, we can better manage risks, drive long term value creation and contribute to more equitable and prosperous world. ESG principles embedded in every aspect of our operations, right from business strategy and decision-making process to our practices and interactions with our stakeholders. The Company also is committed and conducting beneficial and fair business practices to the labour, human capital and the community. It provides employees and business associates with working conditions which are clean safe, healthy and fair.</p> <p>We are committed to ESG principles, our policies and practices include the Company's Code of Conduct, Human Rights Policy, Code of Conduct for Prevention of Insider Trading, Policy on prevention of Sexual Harassment, Whistle Blower Policy, Anti-Corruption and Anti-bribery Policy, Corporate Social Responsibility.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Kanav Anand Head of Sales & Marketing
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 has constituted the BRSR Committee with the following members: 1. Kanav Anand 2. Kabir Ghumman 3. Mukesh Kumar Verma 4. Deepak Verma 5. Richa Gupta

## 10. Details of Review of NGRBCs by the Company:

<b>Subject for Review</b>	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
<b>Performance against above policies and follow up action</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y	Policies are reviewed periodically or on a need basis from time to time and necessary updates are made whenever required.								
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	Compliance review of statutory requirements are being done by Top management including rectification of Non-Compliances									Compliance audit has been conducted on annual basis, whereas the monthly compliance report/ MIS has been discussed monthly by Top management.								

11. <b>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</b>	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Most of the SHIVALIK'S policies are internal. They are reviewed internally on a periodic basis as mentioned above. Review of policies related to ISO 9001, ISO 14001 and ISO 45001 is conducted through external agency during annual Surveillance / Recertification Audits.								

## Business Responsibility & Sustainability Report *continued*

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

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

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

**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	2	POSH, Compliance management, Team Building, Familiarisation Programme, Introduction of BRSR Principles	100%
Key Managerial Personnel	2	Personal Effectiveness, communication skills, Knowledge upgradation	100%
Employees other than BoD and KMPs	10	Code of Conduct, AI/ HIRA, Child Labour redemption, EPF Awareness, Effective Business (connect to Excel) , POSH, 7 QC Tools , Internal Auditors , Vigilance Awareness, Quality & Safety Policy refreshers. Awareness - 14001 + 45001,	75.30 %
Workers	5	Code of Conduct, Mediclaim /awareness, Effective Business (connect to Excel), POSH, Quality & Safety Policy refreshers., OHS/ PPE	75 %

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

No such cases during the FY 2022-23.

## Business Responsibility & Sustainability Report *continued*

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	-	-	-	-	
Punishment	-	-	-	-	

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

Not Applicable

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

**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.**

As part of SHIVALIK'S Code of Conduct, we have established anti-corruption and anti-bribery guidelines. All employees, the Board of Directors, and senior management are considered under the policy. According to the policy, employees are prohibited from offering or receiving bribes in the form of gifts, donations, hospitality, or entertainment from the Company's current or potential suppliers, customers, or third parties with business dealings under any circumstances.

As part of the internal audits, risk assessments are done to find and acknowledge any potential risks related to bribery and corruption. In case of a complaint on bribery or corruption, SHIVALIK follows a formal procedure by investigating, and taking appropriate action. This kind of misconduct can be brought to the attention of the Board's Audit Committee on a regular basis. Disciplinary moves are to be made in the event of any infringement of the General set of principles, which can incorporate punishments, lawful activity and even end of work or business contract, contingent on the seriousness of the breach. The weblink of our policy: <https://www.shivalikbimetals.com/images/pdf/Anti-Bribery-Policy.pdf>

**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)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

## Business Responsibility & Sustainability Report *continued*

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	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.

No such cases.

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe**

#### Essential Indicators

#### 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

Note: Setting up of Sewage Treatment Plant and Effluent Treatment Plant and Waste Management

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

No, but Supplier manual/Code of Conduct is being signed off for our raw material suppliers/vendors.

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

Not applicable

#### 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

The Company is in the business of manufacturing alloy based thermostatic bimetal and electronic beam-based shunt resistors. These products /components are being used by electrical and electronics industry as a component to their final product. Hence, there is no scope for reclaiming the product for re-use, recycling or disposal at the end of life. Therefore, this question is not applicable for the product.

#### 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Extended Producer Responsibility (EPR) is not applicable to the entity's activities.

# Business Responsibility & Sustainability Report *continued*

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)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	145	136	93.79%	*110	75.86%	-	-	-	-	-	-
Female	7	6	85.71%	3	42.86%	7	100%	-	-	-	-
<b>Total</b>	<b>152</b>	<b>142</b>	<b>93.42%</b>	<b>104</b>	<b>74.34%</b>	<b>7</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	9	9	100%	9	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>9</b>	<b>9</b>	<b>100%</b>	<b>9</b>	<b>100%</b>	-	-	-	-	-	-

\*Note: Total covered employee under Health Insurance excluding the Managing Director and Whole Time Director (Chairman) and 7 employees who have not completed the 6 months on job.

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

Category	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)
<b>Permanent workers</b>											
Male	312	312	100%	312	100%	-	-	-	-	-	-
Female	14	14	100%	14	100%	14	100%	-	-	-	-
<b>Total</b>	<b>326</b>	<b>326</b>	<b>100%</b>	<b>326</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent workers</b>											
Male	321	321	100%	321	100%	-	-	-	-	-	-
Female	0	0	-	0	-	-	-	-	-	-	-
<b>Total</b>	<b>321</b>	<b>321</b>	<b>100%</b>	<b>321</b>	<b>100%</b>	-	-	-	-	-	-

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

	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%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify Mediclaime/ PAI/ WCA	-	-	-	-	-	-

## Business Responsibility & Sustainability Report *continued*

### 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.

SHIVALIK through its policies is committed to equal opportunity without discrimination on any grounds. Further, SHIVALIK has adopted an Equal Opportunity Policy that includes requirements as specified in The Rights of Persons with Disabilities Act, 2016.

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

Shivalik is committed to being an equal opportunity employer and ensures an inclusive workplace to all. Web link: <https://www.shivalikbimetals.com/images/pdf/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

\* We have policy only related to maternity benefit and none of the employee has availed the said leave during the last financial year.

### 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, we do have the mechanism in place. We have Whistle Blower Policy in place which covers all Employees, Directors and Third-Party Stakeholders affiliated with the Company, regardless of their location. Further, Different type of issues is being addressed under the same which includes a) Deviation from code of conduct, b) Discrimination, Harassment or bullying, c) Safety related and /or environment related issues. Etc.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

### 7. Membership of employees and worker in association(s) or Unions recognised 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 (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>152</b>	<b>5</b>	<b>3.29%</b>	<b>122</b>	<b>2</b>	<b>1.64%</b>
- Male	145	4	2.76%	116	1	0.86%
- Female	7	1	14.29%	6	1	16.67%
<b>Total Permanent Workers</b>	<b>326</b>	<b>11</b>	<b>3.37%</b>	<b>205</b>	<b>11</b>	<b>5.37%</b>
- Male	312	11	3.53%	205	11	5.37%
- Female	14	0	0%	0	0	0%

## Business Responsibility & Sustainability Report *continued*

### 8. Details of training given to employees and workers:

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	On Health and safety measures			On Skill upgradation		On Health and safety measures			On Skill upgradation	
	Total (A)	No. (B)	% (B / A)	No. (C)	% (C / A)	Total (D)	No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	145	39	26.90	97	66.90	116	35	30.17	47	40.52
Female	7	2	28.57	3	42.86	6	2	33.33	2	33.33
<b>Total</b>	<b>152</b>	<b>41</b>	<b>26.97</b>	<b>100</b>	<b>65.79</b>	<b>122</b>	<b>37</b>	<b>30.33</b>	<b>49</b>	<b>40.16</b>
<b>Workers</b>										
Male	312	91	29.17	229	73.40	212	104	49.06	20	9.43
Female	14	4	28.57	11	78.57	0	0	0	0	0
<b>Total</b>	<b>326</b>	<b>95</b>	<b>29.14</b>	<b>240</b>	<b>73.62</b>	<b>212</b>	<b>104</b>	<b>49.06</b>	<b>20</b>	<b>9.43</b>

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

Category	FY 22-23 as on 31 <sup>st</sup> March Current Financial Year			FY 21-22 as on 31 <sup>st</sup> March Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	145	143	98.62%	116	102	87.93%
Female	7	7	100%	6	6	100%
<b>Total</b>	<b>152</b>	<b>150</b>	<b>98.68%</b>	<b>122</b>	<b>108</b>	<b>88.52%</b>
<b>Workers</b>						
Male	312	312	100%	212	201	94.81 %
Female	14	14	100%	0	0	-
<b>Total</b>	<b>326</b>	<b>326</b>	<b>100 %</b>	<b>212</b>	<b>201</b>	<b>94.81 %</b>

### 10. Health and safety management system:

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

Yes, the Company has been certified for ISO 45001:2018 Standards - Occupational Health and Safety Management System. The Entire Plant and its operations are being covered under the Scope of ISO 45001:2018 Standards.

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

All the manufacturing facilities are certified with ISO 45001 OHS management system. Accordingly, the facilities adopt the processes of Hazard Identification and Risk Assessment (HIRA) techniques for routine activities and Job Safety Analysis (JSA) for non-routine activities. The Company regularly conducts audits and inspections of its occupational health and safety management systems. The team at the site has individually set an internal review mechanism to check performance and take control measures. The EHS management system gets audited from time to time, and leadership reviews are conducted on a monthly basis.

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

## Business Responsibility & Sustainability Report *continued*

Yes, the organisation is monitoring and rectifying the work-related hazards through an accident and incident reporting format which is available to the workers. The same is also being used to give feedback as well. Further, to mitigate the risk following practises in place:

- Safety Patrol
- Work place Inspections
- Safety Audits
- On the job “know your machine” trainings at the Shop Floor
- Mock Drills

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

Yes, the employees/workers who are not covered under ESIC scheme, provided with medical insurance by the company.

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

Safety Incident/Number	Category	FY 2022-23	FY 21-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	0	0
	Workers	19	13
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The company has taken several measures to prevent accidents and ensure a safe and healthy workplace. Some of the key measures taken includes. Further, the organisation is certified under ISO 45001:

- Plant Safety instructions display boards installed
- Proactive Monitoring such as safety tours, audits, workplace inspections, statutory Inspections, outcomes from risk assessment, survey, hygiene, OHS Objectives and management programs, mock drill etc.
- Incident investigation report- root cause analysis and corrective and preventive actions (CAPA) such as near miss, illness cases, Injuries, reportable & non-reportable accident etc.
- On the job safety trainings

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

Category	FY 22-23 (Current Financial Year)			FY 21-22 (Previous Financial Year)		
	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	-
Health & Safety	Nil	Nil	-	Nil	Nil	-



# Business Responsibility & Sustainability Report *continued*

## 14. Assessments for the year:

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

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

**Reply:** Corrective Action Preventive Action reports (CAPA)

## 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.

**Reply:** The Company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth and therefore, it is mandatory to clearly identify and map all concerned internal and external stakeholders. The Company has put in place systems and processes to identify, prioritize and address the needs and concerns of its stakeholders across all plant locations and other areas of its presence.

The Company is developing strong relationships with its stakeholders. The lasting partnerships built with local communities and various other stakeholders have created a win-win situation for the Company and its stakeholders mutually contributing and supporting the growth and development of each other.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder/ Investors	No	Email, Meetings, Newspaper, Company Website, Stock Exchanges, e-mail calls, Press releases, Telecommunication	Regularly through company website and website of stock exchange's and annually via General Meeting	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval etc. as may be required.
Vendors/Suppliers/ Outsourcing Partners and contractors	No	Emails, Meetings including the web- meeting and one to one meeting	Quarterly and Annually	Review and renewal of contracts
Customers	No	Feedback survey, 1 on 1 interaction	Need based, Periodically	Customer feedback on product and services
Statutory Body/ Government Authorities	No	Public Forum, Industry forum	Need based	Compliance, Industry concerns, Govt expectations
Employees	No	Zing HR, Training, Discussions,	Daily, weekly, monthly, need based, annually	Industry scenario, challenges/ issues, employee well-being, Grievance handling, career development

## Business Responsibility & Sustainability Report *continued*

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local Community	Yes	Meeting with community people, NGOs, etc	Annually and need based (Direct connect through CSR)	CSR Intervention-- Education, Sports, community health
Bankers	No	Email, 1 to 1 interaction	Monthly, need based,	Relationship building

### PRINCIPLE 5 Businesses should respect and promote human rights

#### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format

Category	FY 22-23 (Current Financial Year)			FY 21-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	152	36	23.68%	122	17	13.93%
Other than permanent	9	0	0%	10	7	70.00%
<b>Total Employees</b>	<b>161</b>	<b>36</b>	<b>22.36%</b>	<b>133</b>	<b>24</b>	<b>18.18%</b>
<b>Workers</b>						
Permanent	326	124	38.04%	212	5	2.36%
Other than permanent	321	90	28.04%	312	268	85.90%
<b>Total Workers</b>	<b>647</b>	<b>214</b>	<b>33.08%</b>	<b>524</b>	<b>273</b>	<b>52.10%</b>

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

Category	FY 22-23 Current Financial Year				FY 21-22 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)
<b>Employees</b>										
<b>Permanent</b>										
Male	145	-	-	145	100%	116	-	-	116	100%
Female	7	-	-	7	100%	6	-	-	6	100%
<b>Other than Permanent</b>										
Male	9	-	-	9	100%	10	7	70%	3	30%
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	312	-	-	312	100%	212	-	-	212	100%
Female	14	-	-	14	100%	-	-	-	-	-
<b>Other than Permanent</b>										
Male	321	87	27.10%	234	72.90%	312	270	86.54%	42	13.46%
Female	-	-	-	-	-	-	-	-	-	-

## Business Responsibility & Sustainability Report *continued*

### 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 (BoD)	2	3,21,75,937	-	-
Key Managerial Personnel	1	69,95,742	1	20,53,425
Employees other than BoD and KMP	142	3,92,086	6	3,31,335
Workers	312	2,96,330	14	1,67,295

### 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, weblink to our Human Right Policy <https://www.shivalikbimetals.com/images/pdf/Human-Rights-Policy.pdf>

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

Human Right Policy in place including the Grievance redressal Mechanism. Through our Whistle Blower Policy, we have established a system for reporting and redressing all human rights violations. Any concerns pertaining to human rights can be reported by all employees, contractors, and suppliers as a result of this. All actual violations are dealt with seriously, and remediation measures can include terminating employees and business contracts, depending on the severity of the violation.

In addition, there is a Policy on the Prevention of Sexual Harassment (POSH) at Shivalik's, and any incidents of this kind can be reported to the Internal Complaints Committee (ICC) for POSH in accordance with the procedure that is outlined in the policy. Each reported allegation is treated confidentially and with seriousness. Open House Discussions, balanced/ Group HR interfaces are coordinated every once in a year.

Weblink to our whistle blower/vigil mechanism policy: <https://www.shivalikbimetals.com/images/pdf/Whistle-Blower-Policy.pdf>

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

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Shivalik guarantees, in accordance with the Whistle Blower Policy and Procedure, that employees and business associates are completely protected from retaliation, punishment, intimidation, coercive action, dismissal, or victimization for reporting genuine concerns, even if they are not proven. Punitive action will be taken on anyone who tries to victimize anyone who complains, cooperates with an investigation or complaint, or provides information or data related to it.

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

Yes

## Business Responsibility & Sustainability Report *continued*

### 9. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100% of Plants and offices are assessed during the statutory audit ensuring compliance with all the Statutory laws/Regulatory requirement, Labour laws and rules made thereunder
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

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

#### Essential Indicators

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

Parameter	<b>FY 22-23 in GJ (Current Financial Year)</b>	<b>FY 21-22 in GJ (Previous Financial Year)</b>
Total electricity consumption (A)	22,742	16,604
Total fuel consumption (B)	10,549	5,847
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>33,291</b>	<b>22,451</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00000792	0.00000693
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.

#### 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

## Business Responsibility & Sustainability Report *continued*

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

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	8603	5704
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	8603	5704
<b>Total volume of water consumption (in kilolitres)</b>	0.00000204	0.00000176
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

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

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

Yes, as a responsible organisation the Company gives importance to reduce, reuse and recycle water. This is achieved through installation of Effluent Treatment Plant (ETPs) and Sewage Treatment Plants (STPs) in line with the compliance norms in force. These systems enable the Company to reuse and recycle water and utilise it again within the plant premises for process reuse, gardening and toilet flushing etc.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	g/kW-hr	-	-
Sox	mg/NM	-	-
Particulate matter (PM)	g/kW-hr	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify		-	-
Carbon Monoxide	g/kW-hr	-	-
Hydrocarbon	%	-	-

\*Note: No direct emission by the company. The only emission is due to reburning of diesel while using Diesel Generator (DG) of 320KVA and 600KVA. The emissions are well below the specified standards under the Environment (Protection) Rules, 1986.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the same has been evaluated/ assessed by Shivalik Solid waste Management Limited (an independent agency) not related with the Company.

## Business Responsibility & Sustainability Report *continued*

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	189.92	125.29
<b>Total Scope 2 emissions</b>  (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.000000045	0.000000039
<b>Total Scope 1 and Scope 2 emission intensity</b> (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.

### 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 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	11.06	6.93
E-waste (B)	-	0.11
Bio-medical waste (C)	0.00018	0.0001
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	*0.4	*0.4
Other Non-hazardous waste generated (H). Please specify, if any.  (Break-up by composition i.e. by materials relevant to the sector)	675.90	433.78
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>687.38</b>	<b>441.22</b>

## Business Responsibility & Sustainability Report *continued*

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	529.77	376.35
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>529.77</b>	<b>376.35</b>

  

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations (MCD / SSWM/ Authorised scrap dealers)	146.14	57.43
<b>Total</b>	<b>146.14</b>	<b>57.43</b>

\*Other Hazardous waste includes Sludge (0.2) and Used Oil (0.2).

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.

**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.**

Waste is generated both from production processes as well as general operational activity - including maintenance and catering. At, production waste the same is being monitored and reported on a monthly basis with the objective to minimise and reduce as much as possible. Any production waste produced is kept clearly segregated from general waste and is recycled maximum extent possible.

General waste is always segregated between hazardous and non-hazardous materials, and is always disposed of in accordance with local legislation. What materials may be recycled using locally available facilities is appropriately done so. For our business, the concept of hazardous really only applies to using some oil and sludge.

- (a) Plastics (including packaging) – Recycled through Municipal Corporation
- (b) E-waste – Recycled through registered vendors
- (c) Hazardous waste and – Disposed off through Shivalik Solid Waste Management Limited
- (d) Other waste. (ETP Sludge)

**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**

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

## Business Responsibility & Sustainability Report *continued*

### 11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-
-	-	-	-	-	-

### 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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-
-	-	-	-	-

Yes, Shivalik Bimetal Controls Limited is fully compliant. All Statutory compliances are done as per Air/Water/Environment act and rules and the same has been reviewed periodically. Further, the company is also having No Objection Certificate from Pollution Control Board.

## 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Electrical and Electronics Manufacturers Association (IEEMA) vide membership number SBC-M-07-1989-0453	National
2	Indo - German Chamber of Commerce	National/International
3	Engineering Export Promotional Council of India vide EPC/D/R-4108/ ENGG. (LS)	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.

No such cases

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



# Business Responsibility & Sustainability Report *continued*

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Results communicated in public domain (Yes / No)
-----------------------------------	----------------------	----------------------	---	--	--

As per applicable laws, SIA is not applicable for any of the projects undertaken by SHIVALIK

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

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

Not applicable as SHIVALIK does not have any projects for which on-going Rehabilitation and Resettlement (R&R) is required to be undertaken.

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

No such mechanisms.

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

	FY 2022- 2023 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighbouring districts	-	-

## 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.**

Yes, to resolve the customer complaints, 8D Methodology is being followed. Robust system and procedures in place for handling consumer complaint & feedback are documented in the established quality management system. We have a team which focuses on catering to the various requirements of our customers for a seamless experience.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	All necessary information as per regulatory requirements are disclosed on our products
Safe and responsible usage	
Recycling and/or safe disposal	

## Business Responsibility & Sustainability Report *continued*

### 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 end of year		Received during the year	Pending resolution at end of year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

There were no voluntary or forced recall during the financial year 2023.

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

Yes, the entity has a policy on cyber security and the same is available with the IT department.

### 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.

No such cases