

IIL:SEC:SE:BRSR

Date: 21st May, 2024

Corporate Relations Department BSE Limited 1st Floor, New Trading Ring Rotunda Building, P J Towers Dalal Street, Fort Mumbai – 400 001 Scrip Code- 544046	The Manager Listing Department National Stock Exchange of India Ltd Exchange Plaza', C-1, Block G, Bandra – Kurla Complex, Bandra (E), Mumbai – 400 051 Symbol: INOXINDIA
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Subject: Compliance under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the financial year 2023-24 and the same will also be made available on the website of the Company at www.inoxcva.com under 'Investor Relations' section.

We hereby request you to take the above information on your record.

Thanking you,

For INOX INDIA LIMITED

Kamlesh Shinde
Company Secretary & Compliance Officer





**BUSINESS
RESPONSIBILITY &
SUSTAINABILITY
REPORT**

Business Responsibility & Sustainability Report



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity:	L99999GJ1976PLC018945
2	Name of the Listed Entity :	INOX India Limited
3	Year of incorporation :	1976
4	Registered office address	9 th Floor, KP Platina, Race Course, Vadodara - 390007
5	Corporate address	9th Floor, KP Platina, Race Course, Vadodara - 390007
6	E-mail :	inox@inoxcva.com
7	Telephone	+91 (265)6160100
8	Website:	www.inoxcva.com
9	Financial year for which reporting is being done :	FY : 2023 - 2024
10	Name of the Stock Exchange(s) where shares are listed :	Bombay Stock Exchange, National Stock Exchange
11	Paid-up Capital:	₹18,15,27,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report :	Mr. Deepak Acharya, CEO +91 9824089963, deepak.acharya@inoxcva.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis.

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	Fabrication	Manufacturer of Industrial Gas Storage Equipment including Storage Tank, Transport Tank and Micro Bulk container etc.	56
2		Manufacturer of LNG Tankers, LNG Fuel tank, setting up LCNG station etc	27
3	Others	Manufacturer of disposable cylinders, stainless steel kegs and non-cryo equipment	17

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	Manufacture of structural metal products, tanks, reservoirs and steam generators	251	59.31%
2	Manufacture of other fabricated metal products; metalworking service activities	259	23.19%
3	Manufacture of general purpose machinery	281	9.14%

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

Location	Number of plants	Number of offices	Total
National	4	1	5
International	1	1	2

17. Markets served by the entity**a. Number of locations**

Locations	Number
National (No. of States)	27
International (No. of Countries)	57

Algeria, Egypt, Libya, Tunisia, Morocco, Ghana, Nigeria, Ivory Coast, Senegal, Angola, Equatorial Guinea, Gabon, Cameroon, Ethiopia, Kenya, Madagascar, Mauritius, Tanzania, Uganda, Zambia, Zimbabwe, Mozambique, Malawi, Seychelles, China, Taiwan, Japan, south Korea, Indonesia, Malaysia, Philippines, Thailand, Singapore, Vietnam, Burma (Myanmar), Cambodia, Australia, Papua New Guinea, New Zealand, Afghanistan, Bangladesh, Bhutan, Nepal, Pakistan, Sri Lanka, Bahrain, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, Yemen, Turkey, United Arab Emirates, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Guyana, Paraguay, Peru, Uruguay, Venezuela, Suriname, Canada, Costa Rica, Dominica, Guatemala, Honduras, Jamaica, Mexico, Trinidad and Tobago, United States, Dominican Republic, Panama, Austria, France, Portugal, Spain, United Kingdom, Belgium, Netherlands, Italy

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

Around 58%

c. A brief on types of customers:

Air separation units, oil & Gas, Medical, R&D, space, steel making industries etc. Large scale steel industries, Petrochemical industries, Glass industries, EPC company, Scientific industries, Industrial and Liquefied Gas manufacturing and supply industries, Marine industries etc.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	498	468	93.98%	30	6.02%
2.	Other than Permanent (E) contractual	96	92	95.83%	04	4.17%
3.	Total employees (D + E)	594	560	94.28%	34	5.72%
WORKERS						
4.	Permanent (F)	37	37	100%	0	0%
5.	Other than Permanent (G)	460	456	99.13%	4	0.87%
6.	Total workers (F + G)	497	493	99.20%	4	0.80%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	01	01	100%	00	0%
2.	Other than Permanent (E)	00	00	0%	00	0%
3.	Total differently abled employees (D + E)	01	01	100%	00	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	00	00	0%	00	0%
5.	Other than Permanent (G)	00	00	0%	00	0%
6.	Total differently abled workers (F + G)	00	00	0%	00	0%

19. Participation/Inclusion/Representation of women:

S. No.	Total (A)	Female	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	3	0	0%

20. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2023 -24 Current Financial Year			FY 2022 -23 Previous Financial Year			FY 2021 -22 Prior to Previous Financial Year		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.22	10.17	18.66	22.36	14.04	21.82	14.21	3.77	13.57
Permanent Workers	0	0	0	2.82	0	2.82	11.11	0	11.11

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	INOXCVA Comércio e Indústria De Equipamentos Criogénicos Ltda.	Subsidiary	100	No
2	INOXCVA Europe B.V.	Subsidiary	100	No

VI. CSR Details :

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- (ii) Turnover (in Rs.) Annual Turnover of FY: 22-23: **₹ 94,956.62 Lakh.**
- (iii) Net worth (in Rs.) FY 22-23: **₹ 58,542.72 Lakh.**

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 2023 -24 Current Financial Year			FY 2022 -23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the company has both formal and informal channels of engaging with the communities. The concerned can reach out to company via https://inoxcva.com/contact-us.php .	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, https://inoxcva.com/investor-relation.php	487	1	As on date the compliant stands resolved	0	0	NA
Shareholders complaints received during the financial year	Yes, https://inoxcva.com/investor-relation.php	0	0	NA	0	0	NA
Employees and workers	Yes, https://inoxcva.com/pdf/Whistle_Blower_Policy_(1).pdf	0	0	NA	0	0	NA
Customers	Yes, through Contact number and Email available at https://inoxcva.com/contact-us.php .	223	25	On going	163	3	On going
Value Chain Partners	Yes, through Contact number and Email available at https://inoxcva.com/contact-us.php	0	NA	-	0	0	NA
Other (please specify)	NA	0	0	NA	0	0	NA

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, it is in approach to adapt or mitigate the risk along-with its financial implications, as per the following format

INOX India Limited is submitting its BSR report for the first time for the FY 23-24. The company has not yet conducted a formal materiality assessment for responsible business conduct (RBC) and sustainability issues because the company has recently shifted towards focusing on sustainability and it is in early stage. Company is committed to conduct a formal materiality assessment in the near future.

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)



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	N	N
c. Web Link of the Policies, if available https://inoxcva.com/investor-relation.php	N	N	Y	N	N	N	N	N	N
2 Whether the entity has translated the policy into procedures. (Yes / No)	N	Y	Y	N	N	Y	N	N	N
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	N	N	N	Y	N	N	N
4 Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. ISO9001:2015) adopted by your entity and mapped to each principle.	ISO 9001, ISO14001, ISO 45001, ISO 3834-2, ASME U ,VM, T stamp, PESO shop approval, Authorised Economic operator- T2 certificate, 49 CFR \$ 107.807 (US Department of Transport)								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our Company is committed for integrating ESG principals into our core strategies and operations. Our goal is to minimize our environmental footprint and reduce energy consumptions by implementing energy efficient technologies and practices								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are in the process of forming a specified Committee of Board for review of the performance of the entity against the specific commitments , goals and target.								
Governance, leadership and oversight									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).									
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Deepak Acharya (CEO) We are committed to integrate ESG principles into our core strategies and operations. We are taking proactive steps to optimize the energy usage. Through regular energy audit, we will identify areas for improvements and implement strategies to enhance efficiency., We will identify and assess ESG related risks and climate change impacts or supply chain disruptions .								
9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No , we are in the process of forming a core sustainability team comprising of the CEO and the functional head from each of our sites.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half-yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√

Product/Service	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. (IMS by Bureau Veritas India Limited (BVIL) on yearly basis)	√	√	√	√	√	√	√	√	√

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

Not Applicable since the policies of the Company cover all Principles on NGRBCs



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:

No Particular principle based training started this 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	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BoD and KMPs	112	Health and safety skill up gradation	66.4%
Workers	76	do	60.5%

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):

NONE. secretarial.in@inoxcva.com

For FY23-24, there were no cases pertaining to unfair trade practices, irresponsible advertising and/or anti-competitive behavior. Additionally, there were no cases of corruption, with reference to the employees or the business partners. sudhir.sethi@inoxcva.com

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

NONE

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

Yes, the HR Manual comprises of Ethics Policies, which cover these matters.

The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its Human Resource Manual.

https://inoxcva.com/images-new/INOXCVA_HR%20Manual.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: Nil.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

Particulars	FY 2023 -24 (Current Financial Year)		FY 2022 -23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	00	NA	00	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	00	NA	00	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.

None

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.**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of Improvements in environmental and social impacts
R&D	0%	0%	R&D is performed as part of new product development in account of customer. Further, currently the company is in process to track the R&D expenses done in order to improve the environmental and social impacts of the products and process
Capex	2.5%	2.5%	The approximate % for Capex is 2.5 % for Current and Previous Financial Year. Further the company is currently in process to track Capex investments done in order to improve the environmental and social impacts of the products and process

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

No, the Company does not have a procedure yet for sustainable sourcing where all the new and existing supply chain partners are evaluated on ESG parameters. But, it should be noted that our 95% of raw material is steel and that is sourced from well known best steel companies in India who adhere to all the ESG requirements to make them sustainable material.

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

We are in the process of developing a system to certify the sustainability quotient of our major raw materials. It should be noted that our 95% of raw material is steel and that is sourced from well known best steel companies in India who adhere to all the ESG requirements to make them sustainable material.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operation. Our major waste Steel and perlite is reclaimed and recycled.

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

Extended Producer Responsibility is currently 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 by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	468	6	1.28%	468	100%	-	-	-	-	-	-
Female	30	0	0%	30	100%	30	100%	-	-	-	-
Total	498	6	1.20%	498	100%	30	6.02%	-	-	-	-
Other than Permanent employees											
Male	92	62	67.39%	92	100%	-	-	-	-	-	-
Female	04	2	50%	4	100%	4	100%	-	-	-	-
Total	96	64	66.66%	96	100%	4	4.17%	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	37	0	0%	37	100%	-	-	-	-	-	-
Female	0	0	0%	0	0%	-	-	-	-	-	-
Total	37	0	0%	37	100%	-	-	-	-	-	-
Other than Permanent workers											
Male	456	456	100%	456	100%	0	0	-	-	-	-
Female	4	4	100%	4	100%	4	100%	-	-	-	-
Total	460	460	100%	460	100%	4	0.87%	-	-	-	-

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

Benefits	FY 2023 -24 Current Financial Year			FY 2022 -23 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%
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify	-	-	-	-	-	-

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

Yes, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

No, but we have employed one differently abled person as indicated in point number 18 of Section A.

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

Only female employees are given maternity leave.

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

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

The Grievance Mechanism is followed as per the Factories Act.

	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 recognized by the listed entity:

Category	FY 2023 -24 Current Financial Year			FY 2022 -23 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)
Total Permanent Employees	0	0	--	0	0	--
- Male	0	0	--	0	0	--
- Female	0	0	--	0	0	--
Total Permanent Workers	35	35	100%	35	35	100%
- Male	35	35	100%	35	35	100%
- Female	0	0	--	0	0	--

8. Details of training given to employees and workers:

Category	FY 2023 –24 Current Financial Year					FY 2022 -23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	560	560	100%	560	100%	473	473	100%	473	100%
Female	34	34	100%	34	100%	32	32	100%	32	100%
Total	594	594	100%	594	100%	505	505	100%	505	100%
Workers										
Male	493	493	100%	493	100%	402	402	100%	402	100%
Female	4	4	100%	4	100%	4	4	100%	4	100%
Total	497	497	100%	497	100%	406	406	100%	406	100%

8. Details of performance and career development reviews of employees and worker

Category	FY 2023 –24 Current Financial Year			FY 2022 -23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	560	560	100%	473	473	100%
Female	34	34	100%	32	32	100%
Total	594	594	100%	505	505	100%
Workers						
Male	493	493	100%	402	402	100%
Female	4	4	100%	4	4	100%
Total	497	497	100%	406	406	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?
Yes, we have IMS certification it includes ISO 45001 certified by Bureau Veritas India Limited (BVIL) at all operating plants and office.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
We have hazard identification and risk assessment system and it is well maintained. Also for routine basis daily HSE round is carried out.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
Yes, we have reporting system (near miss report)
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?
Yes, Preliminary treatment is normally organized and informed to family members

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

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

*Including in the contract workforce

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

- HSE inductions to every employee and workers
- Mass Tool box talk program on monthly basis.
- Job specific safety awareness training program.
- Rewards and recognitions.
- PPES compliances
- PTW (Permit to work system) for critical and non-routine activities.
- Safety week celebration for awareness among all workers.
- Environment workplace monitoring.

13. Number of Complaints on the following made by employees and workers: NIL**14. Assessments for the year: 2023-24**

	% 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.

- Fire hydrant system installed for minimize the fire risk and also smoke detection system has been installed in ADM office
- Fire extinguishers provided at each and every working place.
- Curtain sensor has been provided in machineries to avoid hand injury.
- co2 flooding system in main electrical panel
- External firefighting and first aid training given

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.

Key stakeholders group of the entity are dedicated employees , valuable shareholders, loyal customers, indispensable suppliers , vibrant communities and strategic partners. All such stakeholders are key to success and survival of the company.

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	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees (direct/in direct)	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Ongoing	<ol style="list-style-type: none"> 1. Safety and job security, 2. Capacity building 3. Career Growth opportunity 4. Healthy work environment
Government Authorities,	No	<ol style="list-style-type: none"> 1. Regular visits, 2. Annual and quarterly compliance reports 3. Meetings 	Ongoing	<ol style="list-style-type: none"> 1. Timely compliance with new regulations 2. Timely payment of taxes 3. Support to various schemes of Central and State Governments
Nearby Communities	Yes	Email, meeting & Notice	Ongoing	Business needs
Customers	No	<ol style="list-style-type: none"> 1. Customer meets, 2. Customer visits, 3. Conferences and Trade Fair 4. Information on Website 	Ongoing	<ol style="list-style-type: none"> 1. Eco-friendly products solutions, 2. Superior quality products and services 3. Safety and data privacy
Supplier	No	<ol style="list-style-type: none"> 1. Supplier meets, 2. Supplier feedback survey, 3. Email and information on website 	Ongoing	<ol style="list-style-type: none"> 1. Long term partnership, 2. Access to new markets and sources, 3. Resource efficiency
Investors	No	<ol style="list-style-type: none"> 1. Press Conference, 2. Update on Company's website, 3. Stock Exchange announcements 4. Investor meetings 	Ongoing	<ol style="list-style-type: none"> 1. Financial Statements and results, 2. Share price appreciation , 3. Growth prospects

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 2023 –24 Current Financial Year			FY 2022 -23 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	0	0	0%	0	0	0%
Other than permanent	0	0	0%	0	0	0%
Total Employees	0	0	0%	0	0	0%
Workers						
Permanent	0	0	0%	0	0	0%
Other than permanent	0	0	0%	0	0	0%
Total Workers	0	0	0%	0	0	0%

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

Category	FY 2023 –24 Current Financial Year					FY 2022 -23 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	468	-	-	468	100%	418	-	-	418	100%
Female	30	-	-	30	100%	29	-	-	29	100%
Other than permanent										
Male	92	-	-	92	100%	55	-	-	55	100%
Female	4	-	-	4	100%	3	-	-	3	100%
Workers										
Permanent										
Male	37	-	-	37	100%	35	-	-	35	100%
Female	0	-	-	0	0	0	-	-	0	0
Other than permanent										
Male	456	-	-	456	100%	367	-	-	367	100%
Female	4	-	-	4	100%	4	-	-	4	100%

3. Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	1,17,66,250	1	2,40,00,000
Key Managerial Personnel	3	1,02,79,706	--	--
Employees other than BoD and KMP	649	521,047	39	495,275
Workers	510	2,23,024	5	1,84,872

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) Yes
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Internal Complaint Committee (ICC) is formed at plant & Head office. ICC is formed under POSH Act.

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

	FY 2023 -24 Current Financial Year			FY 2022 -23 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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The mechanisms are followed as per the policies stated in the HR Manual

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

Yes , refer terms and conditions of major contracts

9. Assessments for the year: Inspection by Government Labour Officer and Factories Inspector.

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. None

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	40301.29	43874.77
Total fuel consumption (B)	10480.77	12596.73
Energy consumption through other sources (C)	0	0
Total energy consumed (A+B+C)	50782.06	56471.5
- Energy intensity per rupee of turnover (Total energy consumed / Turnover in Rupees)	46.81	59.47
- Energy intensity (optional) – the relevant metric may be selected by the entity	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.

Yes, the sustainability data assessment is carried out by Bureau Veritas India Limited.

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. No

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	106715	163739
(iii) Third party water	8623	8453
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	115338	172192
Total volume of water consumption (in kilolitres)	115338	172192
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	106.31	181.34
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, the sustainability data assessment is carried out by Bureau Veritas India Limited.

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

Yes, reused in gardening purpose.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Kgs	NA	NA
SOx	Kgs	NA	NA
Particulate matter (PM)	Kgs	1533	2025
Persistent organic pollutants (POP)	Kgs	NA	NA
Volatile organic compounds (VOC)	Kgs	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify		NA	NA

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 sustainability data assessment is carried out by Bureau Veritas India Limited.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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)	Metric tons of co ₂ equivalent	724	876
Total Scope 2 emissions (Break-up of the GHG into co ₂ , CH ₄ , n ₂ o, HFCs, PFCs, sf ₆ , nf ₃ , if available)	Metric tons of co ₂ equivalent	9068	9872
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Cr	9.03	11.32
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the sustainability data assessment is carried out by Bureau Veritas India Limited.

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

Yes, (1.65MW wind turbine at Kutch & plan for 1MW roof top solar panel at Kalol).

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.17 MT	1.2 MT
E-waste (B)	0.03 MT	0.07 MT
Bio-medical waste (C)	0 MT	0 MT
Construction and demolition waste (D)	0 MT	0 MT
Battery waste (E)	0 MT	0 MT
Radioactive waste (F)	NA	NA

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	Used Oil (5.1) : 1.680 MT	Used Oil (5.1) : 4.400 MT
	Discarded Containers (33.1) : 19.59 MT	Discarded Containers (33.1) : 21.15 MT
	ETP Sludge (35.3) : 0.72 MT	ETP Sludge (35.3) : 1.18 MT
Other Hazardous waste. Please Specify, if any. (G)	Incineration (Paint Sludge) (21.1) : 13.32 MT	Incineration (Paint Sludge) (21.1) : 14 MT
	Oil Contaminated rags/ cotton waste (33.2) : 1.73 MT	Oil Contaminated rags/ cotton waste (33.2) : 0.0 MT
	1 MT used RT films	0.74 MT used RT films
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Wood , paper, metal scrap (MT) Metal scrap: CS/MS: 1272.50	Wood , paper, metal scrap (MT) Metal scrap: CS/MS: 975.96
	SS material: 657.43	SS material: 544.28
	SS turning: 0.5 MS	SS turning: 2.5 MS
	light:37.59 CRCA: 3206.37	light:14.5 CRCA: 3751.06
	Wooden:66.84	Wooden:69.8
Total (A+B + C + D + E + F + G + H)	5280.47 MT	5400.84 MT
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonne)		
Category of waste		
(i) Recycled	0	0
(ii) Reused	0	0
(iii) Other recovery operations	0	0
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Incineration (Paint Sludge) (21.1): 3.62 MT	Incineration (Paint Sludge) (21.1): 3.62 MT
	Oil Contaminated Rags/ Cotton Waste(33.2) : 11.33 MT	Oil Contaminated Rags/ Cotton Waste(33.2) : 1.73
(ii) Landfilling	ETP Sludge (35.3): 0.69 MT	ETP Sludge (35.3): 1.140 MT
(iii) Other disposal operations	-	-
Total	15.64 MT	6.49 MT

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 sustainability data assessment is carried out by Bureau Veritas India Limited.

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.

We use minimum chemicals, and treat them as per statutory norms as defined by GPCB

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: NA

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.

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
The entity has not conducted any environmental impact assessments of projects during the current financial year.					

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, complied

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

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.
- 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	Gujarat Employers Organization- Baroda	State
2	Silvassa industries Association	State
3	Indian Vacuum Society Mumbai -Affiliated to International Union for Vacuum Science, Technique and Applications	National
4	N Procure Portal Ahmedabad- Gujarat	State
5	Exim Club Vadodara (Association of Exporters and Importers)	State
6	NSDL Database Management Ltd- Mumbai	National
7	GeM Portal (Government E Market Place)	National
8	Federation of Gujarat industries Baroda	State
9	All India Industrial Gases Manufacturers Association(AIIGMA)- New Delhi	National
10	World Economic Forum International non- Government organization based at Geneva	International

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

Name of authority	Brief of the case	Corrective action taken
None	None	None

PRINCIPLE 8 usinneses should promote inclusive growthand 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.** No SIA undertaken

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

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

None, Not Applicable as the operations have not displaced any community for their land procurement

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

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

GRM procedure & policy to be developed

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	9.11%	8.86%
Directly from within India	90.89%	91.14%

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.

On receipt of complaint, it is registered in service log and necessary solution is provided to customer after review, discussions and analysis. In case of major complaints, necessary root caused analysis (RCA) is conducted and the same is informed to internal stake holders, for future necessary action.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Benefits	FY 2023 -24 Current Financial Year		Remarks	FY 2022 -23 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	0		0	NA	
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other (product)	0	0	NA	0	0	NA

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

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

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

Yes, INOX India Limited is following ISO 27001 Framework.

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