

23rd September, 2023

The Manager
Department of Corporate Services
BSE Limited
Jijibhoy Towers,
Dalal Street, Fort,
MUMBAI 400 001

The Manager
Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza,
Bandra-Kurla Complex, Bandra East
MUMBAI 400 051

Script Code: 531147

Script Symbol: ALICON

Dear Sir,

Sub: Business Responsibility and Sustainability Reporting (BRSR)

As required under of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing BRSR Report in pdf format. Please note that we have already filed the report in xbrl format.

Please acknowledge receipt.

Thanking you,

Yours faithfully,
For ALICON CASTALLOY LTD.


S. RAI
MANAGING DIRECTOR
DIN: 00050950

Encl: as above

ANNEXURE III

Business Responsibility and Sustainability Report (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- | | |
|--|---|
| 1. Corporate Identity Number (CIN) of the Listed Entity : | L99999PN1990PLC059487 |
| 2. Name of the Listed Entity : | Alicon Castalloy Limited |
| 3. Year of incorporation : | 1994 |
| 4. Registered office address : | Survey No. 1426, Village Shikrapur, Taluka – Shirur, District Pune, PIN: 412 208, Maharashtra |
| 5. Corporate address : | Survey No. 1426, Village Shikrapur, Taluka – Shirur, District Pune, PIN: 412 208, Maharashtra |
| 6. E-mail: | investor.relations@alicongroup.co.in |
| 7. Telephone : | 021-37677100 |
| 8. Website : | www.alicongroup.co.in |
| 9. Financial year for which reporting is being done : | 2022-23 |
| 10. Name of the Stock Exchange(s) where shares are listed : | BSE Limited (BSE) and National Stock Exchange of India Limited (NSE) |
| 11. Paid-up Capital : | ₹ 8.05 Cr |
| 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report : | Ms. Veena Vaidya |
| Mbl : 9511910919 ; email : | veena.vaidya@alicongroup.co.in |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) : | 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.	Manufacturing	Metal and Metal Products	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	3	6
International	1	2	3

16. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	18

- b. What is the contribution of exports as a percentage of the total turnover of the entity? 22%
- c. A brief on types of customers :

The Alicon Group is an amalgam of benchmark-setting companies and colleagues that help cast the most iconic lightweight alloy solutions across the automotive and non-automotive segments. Under the Automotive Segment, the company caters to ICE, EV, 2-wheeler, 3-wheeler, passenger and commercial vehicle segments. In the non-automotive segment, the company offers diverse solutions to customers across the agriculture, defence, medical, energy, infra and aerospace sectors.

IV. Employees :

17. 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)	518	509	98 %	9	02%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	518	509	98 %	9	02%
WORKERS						
4.	Permanent (F)	312	312	100%	-	-
5.	Other than Permanent (G)	2179	2032	94%	147	06 %
6.	Total workers (F + G)	2491	2344	94%	147	06%

- 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)					
2.	Other than Permanent (E)	1	1	100%	-	0%
3.	Total differently abled employees (D + E)	1	1	100%	-	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	0%	-	0%
5.	Other than permanent (G)	-	-	0%	-	0%
6.	Total differently abled workers (F + G)	-	-	0%	-	0%

18. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel	4	1	25%

19. Turnover rate for permanent employees and workers
(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY2021-22 (Turnover rate in previous FY)			FY2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.4%	1%	12.4%	12.2%	0%	12.2%	12.6%	0%	12.6%
Permanent Workers	4%	0%	4%	2%	0%	2%	2%	0%	2%

V. CSR Details

20. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in Rs. in lakhs): 125,853.62 lakhs
- (iii) Net worth (in Rs. in lakhs) : 47046.25 lakhs

VI. Transparency and Disclosures Compliances

21. 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 2022-23 Current Financial Year			FY 2021-22 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	www.alicongroup.co.in	-	-	NIL	-	-	NIL
Investors (other than shareholders)	www.alicongroup.co.in	-	-	NIL	-	-	NIL
Shareholders	www.alicongroup.co.in	-	-	-	-	-	-
Employees and workers	www.alicongroup.co.in	-	-	-	-	-	-
Customers	www.alicongroup.co.in	6	-	Closed satisfactory	8	-	Closed satisfactory
Value Chain Partners	www.alicongroup.co.in	-	-	NIL	-	-	NIL
Other (please specify)	www.alicongroup.co.in	-	-	NIL	-	-	NIL

22. 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.	Disaster recovery	Risk	<ul style="list-style-type: none"> Business interruption due to natural calamities like earthquakes, cyclones, floods, etc. Inadequate disaster recovery planning Business Interruption due to COVID-19	<ol style="list-style-type: none"> Adequate protection against calamities including appropriate insurance Introduced additional mitigation to overcome interruptions due to pandemic situations Speed to market	Disruption to business operations leads to negative financial implication
2.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
3.	Health, safety and environment	Risk	<ul style="list-style-type: none"> Non-compliance with safety measures by employees Non-awareness of hazardous nature of chemicals Not following COVID-19 safety measures	<ol style="list-style-type: none"> Strict adherence to BBS (behaviour-based safety system) Focus on reducing the generation of effluent and arresting at the source Detailed SOP for COVID-19, employee training & adherence followed strictly Medical check-up, vaccination drive as per Govt. Regulations Encouraging work from home & multitasking industry 4.0, use of digital technology	Incidents impact employee morale and business reputation leading to negative financial implication
4.	Climate change	Opportunity	The potential carbon routes for reducing GHG emissions offer distinct operational and energy supply opportunities	<ol style="list-style-type: none"> Clean energy integration in existing electric networks Investment of capital in assets that will serve diversified electricity and fuel retrofitting on the energy supply system 	Initiatives taken around climate change has a positive implication towards business
5.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
6.	Innovation	Risk	Risk of better solutions that meet new requirements, technological advancements, upgradation or existing market needs	<ol style="list-style-type: none"> Structured technology development projects New focus areas are identified to develop future capability needs Focus on light weighting and EV 	Innovation in the industry may impact the business negatively if not considered immediately
7.	IT data centre & far sight disaster recovery (DR)	Risk	Risk of in adequate data centre & far sight DR	<ol style="list-style-type: none"> The disaster recovery (DR) strategy is being updated continuously Data centre is established and near site DR is available	Business continuity gets impacted leading to financial loss

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)
8.	Training and education	Opportunity	Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury	<ol style="list-style-type: none"> 1. Providing a needs-based and innovative range of training courses, notably in forward- thinking fields of expertise like digitalization 2. Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company <p>Providing programmes that are specifically designed for roles which require upgraded skills</p>	Consistent efforts would lead to positive impact due to improvement in productivity, reduction in defects, etc.
9.	Maintenance	Risk	Risk of sub-optimal maintenance plan due to manual updating of ODR and MGR reports resulting in un-economical maintenance costs	Operational performance (OEE) & maintenance (PM & breakdown) are being monitored through SAP for all the major plants	Business continuity gets impacted leading to financial loss
10.	Data protection	Risk	<ul style="list-style-type: none"> • Risk of confidential data leakage via USB drives/ flash drives <p>Exposure of Company data because of work from home and access to respective data</p>	<ol style="list-style-type: none"> 1. All privileged system access are reviewed periodically & data leakage prevention (DLP) system are implemented at these equipment <p>Restricted data access control & data encryption to monitor work from home activities</p>	Impacts the brand reputation in the industry thereby leading to financial loss
11.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
12.	Pollution free environment	Risk	Failure to provide a safe working environment exposes Alicon to compensation liabilities, sub- optimal productivity, loss of business reputation and other costs	<ol style="list-style-type: none"> 1. All the necessary pollution control norms for air, noise etc. are followed <p>Disposal of hazardous waste is monitored within permissible limits</p>	Incidents impact business reputation leading to negative financial implication
13.	Sustained performance & quality	Risk	<ul style="list-style-type: none"> • Risk of customer being lost, in course of business <p>Dissatisfaction amongst the customer due to lack of attention, focus, etc.</p>	<ol style="list-style-type: none"> 1. Enhance customer satisfaction 2. Coefficient - alignment in strategies, partner of choice 3. Providing end to end solutions, dual shore business model 	Impacts the brand reputation in the industry thereby leading to financial loss
14.	Brand risk/ reputation	Risk	<p>Risk of threat or danger to the name or standing of business or entity</p> <p>Actions involving the Company directly or indirectly may damage the brand name</p>	<p>Worldwide brand-building activities are an ongoing process</p> <p>Participation in exhibition and trade fairs</p> <p>Good reputation and relations with major trade companies</p>	Impacts the brand reputation in the industry thereby leading to financial loss

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
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	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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	Y	Y	Y	Y	Y	Y	Y	Y	Y
Company has obtained 26 certifications under national and international codes/ certifications/ labels/standards									
a. Quality systems -									
1. ISO 9001:2015 (QMS Certification for Non-Automotive Parts)									
2. IATF 16949:2016 (QMS Certification for Automotive Parts)									
3. ISO 14001:2015 (Environment Management System Certification)									
4. ISO 45001:2018 (Safety Management System Certification)									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Alicon Castalloy Limited has dedicated itself to pursuing the ISO 50001 Energy Management Certification and aims to attain this certification in the upcoming years.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Alicon Castalloy Limited is currently in the process of developing an ESG Roadmap that includes well-defined commitments, goals, and targets. Following approval from the Board's ESG Committee, this roadmap will be published and its progress shall be mapped in the coming years.								
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)	NA								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name :Mr S V Babu Position: Group COO								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The ESG internal Committee reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and required policy and procedure adjustments are adopted.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all legal Responsibilities that are relevant to the principles, and in case of any non-compliances, the ESG internal committee looks into and rectifies the issues.									Annually								
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.				P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9						
No																		

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

The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through Internal Audit mechanism. TUV R (TÜV Rheinland (India) Pvt.Ltd.) is the agency that carries out these assessments. We are in planning to carry out independent assessment which are not covered in above.

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	NIL	NIL	NIL
Key Managerial Personnel	4	Leadership Development, Team Motivation, Business Ethics, Management Transparency	100%
Employees other than BoD and KMPs	32	POSH, Stress Management, Team Building, PE Business Communication Skills, FMEA	92%
Workers	90	POSH, Stress Management, Team Building, Eff. Comm.	89%

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 fines/penalties/punishment/award/compounding fees/settlement amount were paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year

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

Not Applicable

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

Alicon Castalloy Limited maintains a zero-tolerance stance against corruption and bribery. The company's stringent Anti-Corruption and Anti-Bribery Policy enforces rigorous actions against any individuals involved in such unethical conduct. This policy applies to all levels of employees across the Company, its subsidiaries, joint ventures, and affiliates worldwide. Absolute honesty is expected of all employees in every endeavor. Alicon Castalloy Limited adheres to global anti-bribery and anti-corruption laws at all its facilities. The company communicates its zero-tolerance stance to agents, suppliers, contractors, and partners at the outset of engagements. New employees receive the policy upon joining the company, and existing associates are also well-informed. Regular training is conducted company-wide to prevent, identify, and address corruption-related issues.

Wherever it operates, the Company maintains the highest standards and does not tolerate bribery or corruption. The policy can be accessed at: https://www.alicongroup.co.in/wp-content/uploads/2018/10/Anti_Corruption_and_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:**

During the reporting period, zero instances were recorded against the company's directors, KMPS, employees or workers leading to zero disciplinary action for cases of corruption or bribery.

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

No complaints with regards to conflict of interest were recorded during the reporting period.

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

Not Applicable.

LEADERSHIP INDICATORS

- i. Awareness programmes conducted for value chain partners on any of the principles during the financial year.

Total no of awareness programmes held	Topics/principles covered in training	% Of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Business Ethics and Sustainability	56% of Critical Suppliers

- ii. Does the entity have processes in place to avoid/manage conflict of interests involving members of the board? (Yes/No) If yes, provide details of the same.

Yes, Alicon Castalloy Limited, has processes in place to avoid/manage conflict of interests involving members of the board and it is as per the Terms of Appointment of Directors to Board. The Company's Code of Conduct states that the Board members and Senior Management of the Company are needed to abstain themselves from discussion, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest; restrict themselves from serving as a Director of any Company that is in direct competition with the Company, or must take prior approval from the Company's Board of Directors before accepting such position.

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. (Rs. in lacs)

Segment	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	6.4%	4.8%	Machines and Equipment for EV related product and Green energy

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

Yes

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

97%

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.

Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle. The Company, however, has systems in place to recycle plastics (including packaging), e-waste, and hazardous waste in a safe manner. The Company safely and responsibly disposes such waste via authorized recyclers and files returns with the appropriate statutory bodies. Also, the Company has optimized its processes to the point where the majority of the waste produced is recycled and reused in its own operations. As a result, the amount of waste which is disposed of is minimal.

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

Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

The Company has not conducted any life cycle assessment for the products till date. However, it is planning to carry out the LCA for products in the next two years.

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. – No
3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Waste Water	100%	100%
Waste Heat	20%	20%
Raw material	39%	38%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23 Current Financial Year (Tons)			FY 2021-22 Previous Financial Year (Tons)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	100.94	-	25.32	51.39	-	21.58
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.** Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle

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

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	509	509	100%	-	-	-	-	NIL	NIL	NIL	NIL
Female	9	9	100%	-	-	2	22.22%	NIL	NIL	NIL	NIL
Total	518	518	100%	-	-	2	0.38%	NIL	NIL	NIL	NIL
Other than Permanent employees											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	312	312	100%	-	-	-	-	NIL	NIL	NIL	NIL
Female	-	-	-	-	-	-	-	NIL	NIL	NIL	NIL
Total	312	312	100%	-	-	-	-	NIL	NIL	NIL	NIL
Other than Permanent employees											
Male	2032	2032	100%	-	-	-	-	NIL	NIL	NIL	NIL
Female	147	147	100%	-	-	2	1.36%	NIL	NIL	NIL	NIL
Total	2179	2179	100%	-	-	2%	1.36%	NIL	NIL	NIL	NIL

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (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%	100%	100%	100%	Yes
Gratuity	100%	100%	100%	100%	100%	Yes
ESI	100%	100%	100%	100%	100%	Yes
Others – please specify	100%	100%	100%	100%	100%	Yes

3. Accessibility of workplaces

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

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**

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

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

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

Indicate product category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes-Open House & Grievance Register
Other than Permanent Workers Permanent Employees	Yes-Open House & Grievance Register
Other than Permanent Employees	Yes-Open House & Grievance Register

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
- Male	312	312	100%	314	314	100%
- Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	509	509	100%	509	100%	512	512	100%	512	100%
Female	9	9	100%	9	100%	11	11	100%	11	100%
Total	518	518	100%	518	100%	523	523	100%	523	100%
Workers										
Male	2344	2344	100%	2344	100%	2430	2430	100%	2430	100%
Female	147	147	100%	147	100%	147	147	100%	147	100%
Total	2491	2491	100%	2491	100%	2577	2577	100%	2577	100%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	509	509	100%	512	512	100%
Female	9	9	100%	11	11	100%
Total	518	518	100%	523	523	100%
Workers						
Male	2344	2344	100%	2430	2430	100%
Female	147	147	100%	147	147	100%
Total	2491	2491	100%	2491	2577	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. Alicon considers occupational health and safety as prime to its business and places great emphasis on maintaining all the protocols in place to operate business in a sustainable manner. For ensuring 100% workplace safety, the Company has in place a comprehensive Health and Safety management system in place with safety compliant protocols included

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

Alicon has established system to identify work-related hazards and assess risks on a routine basis which is part of daily work management and also safety system. The company also made this as a part of monthly review and assessment system. The Company identifies all the potential work-related incidents through the hazard identification process and conducts likelihood assessment to estimate the frequency or probability of occurrence.

For non-routine company has a system of assesemtn, site review and work permit to ensure essential controls in place to avoid or minimize risk.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) a proper hazard identification risk management system has been put in place to ensure continuous improvement of occupational health and safety of the organization.

Yes, an effective system for identifying hazards and managing risks has been established to ensure the ongoing enhancement of occupational health and safety within the organization.

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

Alicon is committed to fostering an environment where employees' financial requirements are catered to beyond their salaries. Comprehensive health and wellness benefits are extended to all company employees.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	04	08
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

Alicon has adopted a comprehensive Management Policy encompassing Environment, Occupational Health, and Safety (EHS) to underscore its dedication to safeguarding the well-being of all stakeholders from potential harm or health risks. The company has proactively implemented safety protocols to effectively manage and respond to workplace incidents or accidents. The collective reduction in health and safety incidents can be attributed to the firm dedication of both management and employees in cultivating a secure work environment. This commitment is reinforced by the company's established management approach, accompanied by the adoption of a health and safety-first mindset for fulfilling the responsibilities.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	3	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health 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.

Not Applicable

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, Alicon Group offers assistance in the event of a tragic occurrence, such as death, and has a death relief policy in place for its employees.

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

The Company takes great care to ensure that the statutory dues applicable are deducted and deposited by the value chain partners. The details are outlined in the Aicon group Supplier Code of Conduct. All supply chain partners must adhere to it in every way in order to support business responsibility principles and ideals of transparency and accountability.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes, Aicon Castalloy Ltd, as a desirable employer, provides future-oriented opportunities and the right environment to its people for their all-round development.

5. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	56% of the Critical Suppliers through Supplier Self-Assessment on
Working Conditions	Business Ethics and Sustainability

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

Describe the processes for identifying key stakeholder groups of the entity.

Alicon has systematically recognized and ranked internal and external stakeholders according to their impact on organizational choices and operations. The company is dedicated to nurturing robust connections with these stakeholder segments to uphold enduring trust and brand integrity. Our strategic choices and business initiatives are founded on a stakeholder-focused strategy, ensuring the cultivation of lasting value and the advancement of long-term success.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	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	No	<ul style="list-style-type: none"> Conferences, workshops, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal media One-on-one interactions Employee involvement in CSR activities. 	Periodically HalfYearly Quarterly	<ul style="list-style-type: none"> Inform about important advances in the Company. Help the employees expand their knowledge in the industry. Getting employee feedback and resolving their issues.
Investors	No	<ul style="list-style-type: none"> Annual report, sustainability report, press releases Investor presentations Corporate website Quarterly & Annual results ESG calls 	Annually Annually Periodically Quarterly Quarterly	Investors prefer to invest in the organizations that are socially and environmentally responsible.
Customers	No	<ul style="list-style-type: none"> Interviews, personal visits, publications, mass media & digital communications, plant visits, Support programmes, social media, Conferences and events 	Weekly and Quarterly Annually Monthly	Internal customers (Employees) <ul style="list-style-type: none"> Feel motivated to get involved in CSR projects and serve the community Guided by the CSRTeam Enhance employee volunteerism. External customers - Prefer to connect with the organization that is socially & environmentally responsible
Suppliers & service providers	No	<ul style="list-style-type: none"> Supplier & vendor meets Workshops & trainings, Audits Policies IT-enabled information sharing tools and recognition platforms Dialogue in the context of industry initiatives, joint events, training courses, presentations Supplier risk assessments 	Periodically Periodically Periodically Annually Periodically Annually	<ul style="list-style-type: none"> Supply of material & services.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Business Partners	No	Dialogue with sales organisations and coordinating units of importers	Periodically	Provide service to present customers while increasing the potential for future growth.
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> Official communication channels Regulatory audits/ inspections Environmental compliance Policy intervention Good governance 	Monthly Annually Periodically Annually	They help and guide in terms of connecting with Govt. Schemes in the same area for increased effectiveness.
Communities	Please refer to the following link for information about the Company's community work: https://www.alicongroup.co.in/corporate-social-responsibility/			

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Alicon Group is currently establishing an ESG Committee at the Board level. This committee will be tasked with apprising the board about diverse advancements and eliciting insights from the directors. Additionally, an internal committee comprising of middle management function wise takes care of ESG related aspects and updates the performance highlights in the form of feedback to the management committee.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes. The Alicon Group upholds an active and forward-looking interaction with its stakeholders, enabling the seamless execution of its ESG strategies and transparent communication of results. In line with prevailing regulations and ongoing stakeholder engagements, the company conducts regular assessments to ensure the currency and relevance of policies, promptly updating and reissuing them when necessary.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Please refer to the following link for information about the Company's community work: www.bansurifoundation.org

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS -

Essential Indicators

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	518	20	4%	523	15	3%
Other than permanent	-	-	-	-	-	-
Total Employees	518	20	4%	523	15	3%
Employees						
Permanent	312	10	3%	314	10	3%
Other than permanent	2179	74	3.3%	2116	66	3%
Total Employees	2491	84	3.3%	2263	76	3%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (D)	Equal Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	509	-	0%	509	100%	98	-	0%	98	100%
Female	9	-	0%	9	100%	02	-	0%	02	100%
Other than Permanent										
Male	-	-	0%	-	0%	-	-	0%	-	0%
Female	-	-	0%	-	0%	-	-	0%	-	0%
Workers										
Permanent										
Male	312	-	100%	312	100%	43	-	0%	43	100%
Female	-	-	0%	-	0%	-	-	0%	-	0%
Other than Permanent										
Male	2032	1982	97.6%	50	2.4%	2116	2070	97.8%	46	2.2%
Female	147	147	100%	-	0%	147	147	100%	-	0%

3. Details of remuneration/salary/wages, in the following format:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)				
Key Managerial Personnel	03	8024295	1	976373
Employees other than BoD and KMP	502	412830	12	256602
Workers	312	749278		

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. The Company has a dedicated Human Rights policy for addressing the grievances related to Human Rights issues. The employees can raise their complaints/grievances either to the HR or the Senior Management. The whistleblower is protected from any form of retaliation/reprisal in line with the Human Rights Policy. The Company constitutes a committee for investigation of such human rights issues/grievances and after complete evaluation ensures satisfactory closure of the reported issue in collaboration with the senior management.

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

Alicon Group recognises the importance of protection of human rights, and the Company is dedicated to upholding the human rights of its employees, communities, contractors, and suppliers in accordance with the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact.

The Company has formulated a Human Rights Policy which works in conjunction with the Grievance Policy to ensure that grievances are addressed promptly and effectively.

The mechanism works by following the instructions outlined below:

The employees/ affiliates address their complaints or grievances or report instances to the Human Resource department/ Senior Management. No reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns under this policy,

The Company periodically undertakes human rights due diligence process for management and oversight/monitoring of the policy and identify any shortcomings.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NA	NA	NA	NA	NA	NA
Discrimination at workplace	NA	NA	NA	NA	NA	NA
Child Labour	NA	NA	NA	NA	NA	NA
Forced Labour/ Involuntary Labour	NA	NA	NA	NA	NA	NA
Wages	NA	NA	NA	NA	NA	NA
Other human rights related issues	NA	NA	NA	NA	NA	NA

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

While addressing complaints through our grievance redressal mechanism, utmost care is exercised to ensure that the inquiry is conducted in a peaceful manner to prevent the emergence of distressing conditions. The entire procedure is carried out with a strong emphasis on maintaining strict confidentiality. Our Company adheres to a Grievance Policy that mandates all members of the Grievance Committee and individuals responsible for record keeping, as well as any personnel questioned regarding an issue, to uphold a continuous duty of confidentiality. All documents and information exchanged during the process are to be treated as confidential.

We have a zero-tolerance approach towards any form of harsh or disrespectful behaviour exhibited by participants or facilitators involved in the grievance proceedings. Such conduct is not tolerated under any circumstances. Any instance of such behaviour is considered a breach of the Organization's code of conduct, leading to appropriate disciplinary actions as outlined in our organizational policies.

8. Do human rights requirements form part of your business agreements and contracts?

Yes

Human rights requirements form part of Alicon Supplier Code of Conduct. Suppliers are urged to respect internationally recognized human rights standards and to work towards them in all business activities within their own sphere of influence. Any forced or compulsory labour is prohibited.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NA
Forced/involuntary labour	NA
Sexual harassment	NA
Discrimination at workplace	NA
Wages	NA
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 9 above.

Not Applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

NIL

2. Details of the scope and coverage of any Human rights due-diligence conducted.

In the current scenario, human rights due diligence is integrated into their existing audit procedures. Nevertheless, they have not yet undertaken a distinct and focused human rights due diligence process. There are plans to address this specific aspect in the coming years.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NA
Discrimination at workplace	NA
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Wages	NA
Others – please specify	NA

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

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	FY 2022-23	FY 2021-22
	Current Financial Year	Previous Financial Year
Total electricity consumption (A) MJ	234431632	190738087
Total fuel consumption (B)(FO, Diesel, LPG) MJ	220213136	168718292
Energy consumption through other sources (C) MJ (Renewal Energy Solar)	1544795	1943968
Total energy consumption (A+B+C) MJ	456189563	361400347
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) on Sale	0.036	0.038

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.

No

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

Parameter	FY 2022-23	FY 2021-22
	Current Financial Year	Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	3344	3648
(iii) Third party water	51452	55556
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	54796	59204
Total volume of water consumption (in kilolitres)	54796	59204
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000039	0.0000055

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.

No, at present the Company has not implemented any mechanism for Zero Liquid Discharge.

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	FY 2021-22
		Current Financial Year	Previous Financial Year
NOx	Ug/m3	14.12	9.85
Sox	Ug/m3	10.1	12.4
Particulate matter (PM)	Ug/m3	48.76	50.2
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please Specify	NA	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.

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

Parameter	Unit	FY 2022-23	FY 2021-22
		Current Financial Year	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 tonnes of CO ₂ equivalent	11861	12123
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 tonnes of CO ₂ equivalent	35115	38859
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000033	0.0000047

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.

Yes, At Alicon we have already commissioned Solar power plant by Group captive arrangement. We are further planning to increase use green energy.

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

Parameter	FY 2022-23	FY 2021-22
	Current Financial Year	Previous Financial Year
Total Waste generated (in metric tonnes)		
E-waste (A)	-	-
Bio-medical waste (B)	-	-
Construction and demolition waste (C)	-	-
Battery waste (D)	-	-
Radioactive waste (E)	-	-
Other Hazardous waste. Please specify, if any. (F)	-	-
5.1 - Spent/Used Oil	10.990 KL/A	12.78 KL/A
5.2 – Waste or residue containing oil	0.2 MTA	0.07 MTA
5.2 – Waste or residue containing oil	56 Nos/Annum	74 Nos/Annum
33.1 Empty Barrels/Containers (Paint tins/Cans)	10533 Nos/Annum	9975 Nos/Annum
35.3 Chemical sludge from waste water treatment	3.215 MTA	1.397 MTA

Parameter	FY 2022-23	FY 2021-22
	Current Financial Year	Previous Financial Year
21.1 Process waste, residue, Sludge (Paint Sludge)	87.200 MTA	55.98 MTA
Other Non-hazardous waste generated (G). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Aluminum Scrap	868.26 MTA	971.82 MTA
Aluminum Dross	524.47 MTA	473.28 MTA
MS Scrap	81.42 MTA	90.85 MTA
Garbage	258.88 MTA	198.52 MTA
Wooden Scrap	39.18 MTA	32.09 MTA
Used Sand	6985.70 MTA	7374.8 MTA
Plastic Scrap	8.995 MTA	9.16 MTA
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-

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

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.

Alicon demonstrates its commitment to responsible waste management through the recycling of waste products via authorized recycling partners. Moreover, across all pertinent plant sites, Alicon has established advanced Wastewater Treatment Plants (WWTPs), encompassing both Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs).

Furthermore, a central focus of Alicon's approach involves the conscious adoption of streamlined processes, innovative techniques, and advanced technologies that effectively curtail the generation of waste materials. By embracing these strategies, Alicon not only contributes to environmental preservation but also contributes to sustainable practices and circularity via waste reduction and resource optimization.

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:

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.
	NA	NA	NA

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

Not Applicable

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes

Leadership Indicators

1. Provide the following details related to water discharged:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of Treatment	78 KL	79KL
(ii) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of Treatment	139KL	150KL
Total water discharged (in kilolitres)	78 KL	79 KL

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

Not Applicable, as none of the facilities fall under water stress areas.

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

The Company is currently not mapping its Scope 3 emissions, however shall plan to take up the same in the upcoming years.

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. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water Consumption reduction	Water consumption reduction 20% as per actual consumption (180CMD) reduced up to 144 CMD	20% reduction water consumption
2	Melting furnace: Change of fuel from LSHS to LPG	Out of 32 melting furnaces: 6 Melting furnaces converted into LPG fire melting furnaces. (which results into decrease of emission- CO2, NOx up to 20% approx..)	20% reduction emission like CO2, NOx.

6. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Alicon's management framework has a comprehensive emergency procedure designed to effectively manage and mitigate emergency situations, thereby reducing risks to both the environment and human well-being. The organization has proactively identified potential emergency scenarios and designated specific roles and responsibilities to ensure efficient handling of such incidents.

The commitment to readiness is evident through the regular execution of mock drills and the ongoing evaluation conducted by internal representatives. Additionally, external experts are engaged for audits and on-the-job training, which collectively strengthen the organization's preparedness for swift recovery and immediate response in times of crisis.

Alicon places a significant emphasis on ensuring the continuity of its core operations and supporting functions, including robust systems and IT infrastructure, as part of its continuity management strategy. This approach reinforces the organization's dedication to maintaining operational integrity even during challenging circumstances.

7. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There were no areas/materials in the value chain of the entity which have been identified as having significant adverse impact on the environment

8. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 44%

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.

Three (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	Maratha Chamber of Commerce	State
2	Chamber of Indian Industry	National
3	ACMA (Automotive Component Mfg. Association)	National

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

Name of authority	Brief of the case	Corrective action taken
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The Company has maintained a record of zero instances of engaging in anti-competitive behavior. Consequently, no corrective measures have been initiated or are currently in progress by regulatory authorities against the Company regarding any matters pertaining to anti-competitive conduct.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
			None		

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. NA
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Nil
3. Describe the mechanisms to receive and redress grievances of the community.

A dedicated team at Alicon consistently oversees the CSR projects, maintaining ongoing engagement with the respective communities within the operational areas. Any grievances that may arise are promptly addressed and resolved by this team in accordance with a timely framework.

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

Parameter	FY 2022-23 Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	7.33%	6.25%
Sourced directly from within the district and neighboring districts	61.08%	63.07

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): NA
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: NA. The company has not supported aspirational districts.
3. Details of beneficiaries of CSR projects :

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Rocket Learning – Aurangabad dist. MH	3,522 Anganwadi workers 55,000 children	100%
2	Slam Out Loud – Pune city MH	900 children	100%
3	Labhya Foundation – Village Deepnagar and Hathnala UK	365 students 12 teachers	100%
4	Reap Benefit – Bengaluru city KA	900 adolescents	100%
5	Haqdarshak – Shirur dist. MH	2487 citizens	100%
6	Sai Krushna Charitable Trust – KA & AP	204 college students	100%
7	Saarathi Education – Village Gadkheda & Niryala HR	500 children 11 community facilitators	100%
8	MakerGhat – KA and AP	62607 students 1975 teachers	100%

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.

Alicon stands as a leading B2B enterprise, specializing in the provision of aluminium casting technology products tailored to meet the needs of major OEMs. The company places a strong emphasis on on-time delivery, ensuring that the specified quantities of products are provided in full accordance with the schedules communicated by its customers.

In the event of any concerns, customers are offered multiple avenues to voice their complaints. They can choose to communicate their grievances to the Company's representatives directly or opt to share them via email for a timely and effective resolution.

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	-
Safe and responsible usage	-
Recycling and/or safe disposal	-

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	Nil		Nil	-	
Advertising	NA	NA	-	NA	NA	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	NA	NA	-	NA	NA	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	NA	NA	-	NA	NA	-

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

All information can be accessed on the company's website <https://www.alicongroup.co.in/what-we-do/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The company's production is exclusively aligned with customer drawings and specifications, with a primary clientele comprising OEMs. Rigorous validation and extensive testing procedures are carried out to evaluate safety parameters and ensure compliance with regulations.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) NA

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact Nil

b. Percentage of data breaches involving personally identifiable information of customers Nil