

August 02, 2023

| | |
|---|--|
| BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001 Scrp Code: 502219 | National Stock Exchange of India Limited Exchange Plaza, C-1, Block - G, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 Symbol: BORORENEW |
|---|--|

Dear Sirs,

Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2022-23

Please find enclosed the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23, which also forms part of the Company's Annual Report 2023.

BRSR is also available on the Company's website at www.borosilrenewables.com.

Please take the above on record.

Thanking you,

For Borosil Renewables Limited

Kishor Talreja
Company Secretary & Compliance Officer
FCS - 7064

Encl: As above

Works:

Ankeshwar-Rajpipla Road,
Village Govali, Tal. Jhagadia,
Dist. Bharuch- 393001,
(Gujarat), India
T : +91 2645-258100
F : +91 2645-258235
E : brl@borosil.com



Business Responsibility and Sustainability Report (BRSR)

SECTION A General disclosures

SECTION B Management and process disclosures

SECTION C Principle-wise performance disclosure

| | |
|--------------------|---|
| Principle 1 | Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable |
| Principle 2 | Businesses should provide goods and services in a manner that is sustainable and safe |
| Principle 3 | Businesses should respect and promote the well-being of all employees, including those in their value chains |
| Principle 4 | Businesses should respect the interests of and be responsive to all its stakeholders |
| Principle 5 | Businesses should respect and promote human rights |
| Principle 6 | Businesses should respect and make efforts to protect and restore the environment |
| Principle 7 | Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent |
| Principle 8 | Businesses should promote inclusive growth and equitable development |
| Principle 9 | Businesses should engage with and provide value to their consumers in a responsible manner |

SECTION A: General disclosures

I. Details of the listed entity

| | | |
|-----|--|--|
| 1. | Corporate Identity Number (CIN) of the Company | L26100MH1962PLC012538 |
| 2. | Name of the Company | Borosil Renewables Limited (The Company/BRL) |
| 3. | Year of Incorporation | 1962 |
| 4. | Registered office address | 1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051 |
| 5. | Corporate office address | 1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051 |
| 6. | E-mail | investor.relations@borosilrenewables.com |
| 7. | Telephone | 022-6740 6300 |
| 8. | Website | www.borosilrenewables.com |
| 9. | Financial year for which reporting is being done | April 01, 2022 – March 31, 2023 |
| 10. | Name of the Stock Exchange(s) where shares are listed | BSE Limited National Stock Exchange of India Limited |
| 11. | Paid-up Capital | ₹ 1,304.98 lakhs as of March 31, 2023 |
| 12. | Name and contact details (telephone, email address) of the person for BRSR Reporting | Mr. P. K. Kheruka Executive Chairman Tel: 022- 67406300 Email: investor.relations@borosilrenewables.com |
| 13. | Reporting boundary | Disclosures made in this report are on a Standalone basis and pertain only to Borosil Renewables Limited |

II. Product/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 | *Other manufacturing activities (Business activity code – C13) | 100% |

*Details of business activities are in line with those given in Form MGT-7 (Annual Return) prescribed by MCA.

15. Products/Services sold by the entity (accounting for 90% of the turnover):

| S. No | Product/Services | NIC Code | % of total turnover contributed |
|-------|-------------------------------|----------|---------------------------------|
| 1. | Low Iron Textured Solar Glass | 23101 | 100% |

III. Operations

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

| S. No. | Location | Number of plants | Number of offices | Total |
|--------|---------------|------------------|-------------------|-------|
| 1 | National | 1 | 2 | 3 |
| 2 | International | 0 | 0 | 0 |

17. Markets served by the entity

a. Number of locations served

| S. No. | Number of Locations served | Number |
|--------|-------------------------------------|--------|
| 1 | National (Number of states) | 18 |
| 2 | International (Number of countries) | 20 |

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

Export sales (excluding to customers in SEZ) during FY 2022-23 comprised of 26.31% of the Company's revenue.

c. Briefly explain the types of customers

The Company primarily supplies low-iron textured solar glass to solar PV module manufacturers. It also caters to other segments like solar water heaters (flat plate collectors) and greenhouses.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total | Male | | Female | |
|------------------|--------------------------|-------|---------|---------|---------|---------|
| | | (A) | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Employees | | | | | | |
| 1. | Permanent (D) | 604 | 599 | 99.17% | 5 | 0.83% |
| 2. | Other than permanent (E) | 61 | 58 | 95.08% | 3 | 4.92% |
| 3. | Total employees (D+E) | 665 | 657 | 98.80% | 8 | 1.20% |
| Workers | | | | | | |
| 4. | Permanent (F) | 115 | 115 | 100.00% | 0 | 0.00% |
| 5. | Other than permanent (G) | 1373 | 1278 | 93.08% | 95 | 6.92% |
| 6. | Total workers (F+G) | 1488 | 1393 | 93.62% | 95 | 6.38% |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total | Male | | Female | |
|------------------------------------|---|-------|---------|---------|---------|---------|
| | | (A) | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Differently abled Employees | | | | | | |
| 1. | Permanent (D) | 7 | 7 | 100% | 0 | 0.00% |
| 2. | Other than permanent (E) | 0 | 0 | 0.00% | 0 | 0.00% |
| 3. | Total Differently abled employees (D+E) | 7 | 7 | 100% | 0 | 0.00% |
| Differently abled Workers | | | | | | |
| 4. | Permanent (F) | 7 | 7 | 100% | 0 | 0.00% |
| 5. | Other than permanent (G) | 9 | 8 | 88.89 % | 1 | 11.11% |
| 6. | Total Differently abled workers (F+G) | 16 | 15 | 93.75% | 1 | 6.25% |

19. Participation/Inclusion/Representation of women (as of March 31, 2023)

| | Total | No. and percentage of Females | |
|--|---------|-------------------------------|---------|
| | No. (A) | No. (B) | % (B/A) |
| Board of Directors | 9 | 1 | 11.11% |
| Key Management Personnel (KMP) (Other than Board of Directors) | 2 | 0.00 | 0.00% |

20. Turnover rate for permanent employees and workers

| Category | FY 2022-23 | | | FY 2021-22 | | | FY 2020-21 | | |
|---------------------|------------|------------|-----------|------------|------------|-----------|------------|------------|-----------|
| | Male (%) | Female (%) | Total (%) | Male (%) | Female (%) | Total (%) | Male (%) | Female (%) | Total (%) |
| Permanent employees | 5.86% | 20.00% | 25.86% | 5.47% | 0.00% | 5.47% | 3.64% | 0.00% | 3.64% |
| Permanent workers | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

V. Holding, Subsidiary and Associate Companies (including Joint ventures)
21. Names of holding / subsidiary / associate companies / joint ventures (as on March 31, 2023)

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures | Is it a holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|---|-----------------------------------|---|
| 1 | Geosphere Glassworks GmbH | Subsidiary | 100% | No |
| 2 | Laxman AG | Subsidiary | 100% | No |
| 3 | GMB Glasmanufaktur Brandenburg GmbH* | Subsidiary | 86% | No |
| 4 | Interfloat Corporation* | Subsidiary | 86% | No |
| 5 | Renew Green (GJS Two) Private Limited | Associate | 31.2% | No |

* Company holds indirect stake of 86% in these companies through its wholly owned subsidiaries.

VI. CSR Details

22. i. **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

ii. **If yes, Turnover – ₹ 68,817.11 Lakhs (March 31, 2023)**

iii. **Net worth – ₹ 90,513.41 Lakhs (March 31, 2023)**

VII. Transparency and disclosure compliances

23. Complaints/grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC) –

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy) | FY 2022-23 | | | FY 2021-22 | | |
|---|---|--|--|---------|--|--|---|
| | | No of complaints filed during the year | No of complaints pending resolution at close of the year | Remarks | No of complaints filed during the year | No of complaints pending resolution at close of the year | Remarks |
| Communities | Yes, all employees are accountable for managing relationships and meeting expectations of internal and external stakeholders within their areas of responsibility. In addition to this, concerns of our stakeholders are addressed by Designated Officers as defined in 'Stakeholders Engagement and Grievance Redressal Policy' Link to the policy: https://www.borosilrenewables.com/Links/Investor/Policies/Stakeholder%20Engagement%20and%20Grievance%20Redressal%20Policy.pdf | 0 | 0 | - | 0 | 0 | - |
| Investors | | 0 | 0 | - | 0 | 0 | - |
| Shareholders | | 15 | 0 | - | 40 | 1 | 1 complaint received on last day of financial year i.e. March 31, 2022, was subsequently resolved in April, 2022. |
| Employees and workers | | 0 | 0 | - | 0 | 0 | - |
| Customers | | 104 | 0 | - | 130 | 0 | - |
| Value Chain Partners | 0 | 0 | - | 0 | 0 | - | |
| Other (please specify) | NA | NA | NA | NA | NA | NA | |

Note: The Company has a Vigil mechanism / Whistle Blower Policy in place, wherein Employees and Directors are encouraged to raise genuine concerns about any malpractice (such as unethical behavior, fraud or violation of the Code of Conduct) in the workplace without fear of facing reprisals.

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

| S. No. | Material issue identified | Is it 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 | GHG Emissions | R | Reducing GHG emission while expanding production can be a challenging task. | Technological interventions and improved operational efficiency can help reduce GHG emissions. | Negative: Emission control regulations by the governments could affect production capacity. Growing consumer awareness for using sustainable products may hamper sales. |
| 2 | Water Management | R | Water is a limited resource; thus, its availability is a challenge, particularly in water stressed areas. | Initiatives to recycle and reuse water are already in place. This includes the treatment of effluents. Company has also undertaken water management projects in Gujarat as part of its CSR initiatives. | Negative: Recycling wastewater to make it fit for industrial reuse is a costly process. Currently, the recycled water is used for gardening, cleaning and other allied activities. |
| 3 | Energy Management | O | Efficient energy management plays a pivotal role in minimizing power consumption, ultimately leading to a reduction in production costs. | Not Applicable | Positive: Implementation of the energy management strategy, which includes diversification of sources of energy, will result in reduced electricity costs as well as lowered concentration risk. The Company's ongoing investments in solar energy exemplify a significant step in this direction. |

| S. No. | Material issue identified | Is it risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|------------------------------------|---------------------------------|---|---|--|
| 4 | Employee Health and Safety | R | Incidents related to employee health and safety could lead to increased employee concerns, higher attrition rates and potential litigations. | Company has a robust EHS management plan, as well as stringent on-ground implementation measures. | Negative: Health and safety incidents could result in both human and economic losses. |
| 5 | Code of Conduct | O | Enhancing the implementation of the code of conduct on ground could foster trust among various stakeholder groups and solidify our reputation as a reliable, transparent and trustworthy company. | Not Applicable | Positive: Better implementation of code of conduct will ensure strict compliance with Company's policies, reduce potential regulatory/legal issues, and also lead to creation of goodwill in market. |
| 6 | Risk Management | O | Identifying risks at an early stage could help us in reducing damages and managing risks better. | Not Applicable | Positive: Effective risk management strategies result in cost savings by minimizing potential financial losses from unforeseen events and enhancing overall operational efficiency. |
| 7 | Customer privacy and data security | R | A breach in customer privacy and data security could lead to reputational damage, loss of business opportunities, and increased litigations, among other issues. | Company has a stringent cyber security guideline for use and storage of customer data. It also has a comprehensive cyber security policy and a "zero breach" commitment in place. | Positive: Ensuring customer and data privacy within a Company can lead to enhanced customer trust, competitive advantage, regulatory compliance, minimized data breach costs, improved operational efficiency, and increased investor confidence, resulting into positive financial implications. |
| 8 | Waste Management | O | Effective waste management practices reduce the cost of disposal and waste could be considered as a valuable resource. The Company is already reusing the waste it generates in its processes. | Not Applicable | Positive: At-source segregation and reuse of waste will result in reduced expenditure on raw material sourcing. |
| 9 | Product Packaging | O | Innovative and sustainable product packaging offers an opportunity for market leadership. | Not Applicable | Positive: Sustainable packaging results in increased conservation of natural resources and reduces the impact on the environment in the long term as well the packaging costs. This is in line with current customer preferences for sustainable products. |
| 10 | Human Rights Management | O | Human rights due diligence provides an opportunity to identify the gaps (if any) and improve organizational work culture. | Not Applicable | Positive: Many countries have zero tolerance for human rights. BRL has significant revenue coming from exports and through domestic reputed customers. There is zero tolerance for human rights violations expected in these export markets and for the domestic customers as well. Having a robust human rights management process ensures that there is limited impact on our supply chain from human rights issues. This will result in better brand building and better positioning of the company in the markets. |

| S. No. | Material issue identified | Is it 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) |
|--------|-----------------------------|---------------------------------|--|--|--|
| 11 | Product Quality Improvement | O | Prioritizing product quality improvement by seeking feedback, could help us in constantly improving our product quality. | Not Applicable | Positive: Customer satisfaction has a long-term impact on the business, enhancing resale potential and improving overall revenues. |
| 12 | Labour practices | R | Unfair labour practices and/ or divergence between labour policies and on-ground practices could lead to strikes, productivity losses, higher attrition rates as well as strained community relations. | Company ensures stringent compliance with labour laws, encourage work-life balance, and have in place robust remuneration and promotion policies. It also promotes skills training and career development initiatives among employees. | Negative: Unfair labour practices may lead to potential legal liabilities and high litigation expenses, and subsequently damage to the company's reputation. This may result in decreased customer trust and loyalty. Additionally, such practices can result in low employee morale, reduced productivity, and higher employee turnover, thereby, impacting operational efficiency and increasing recruitment and training costs. |
| 13 | Climate Change | R | Climate change poses a threat to our supply and distribution chain, as well as production capabilities. | The Company has taken steps towards the identification of physical and transition risk due to climate change; Climate change risk mitigation plan has also been formulated. | Negative: Climate change related impacts are unpredictable leading to supply chain disruptions and inventory losses. This could have a direct negative impact on the Company's revenue. |
| 14 | Customer relationship | O | Better customer relations lead to stronger brand value and more business opportunities. | Not Applicable | Positive: Customer satisfaction translates to customer retention and recurring business revenue. |
| 15 | Supplier relationship | O | Supplier relationships are crucial for the uninterrupted supply of raw materials, which ensures minimal business disruptions. | Not Applicable | Positive: Better supplier relationships reduce the cost of procurement, minimize price volatility, and consolidate supply chain. |
| 16 | Board transparency | O | Board transparency is important for fostering robust governance and earning shareholders' trust in our brand. | Not Applicable | Positive: Board transparency leads to increased investor confidence and attraction of potential investors, leading to a higher stock price and improved access to capital. Transparent boards also enhance stakeholder trust, encouraging stronger business partnerships and customer loyalty, ultimately driving sustainable long-term growth and profitability. |

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. These are briefly as under:

- P1** Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
- P2** Businesses should provide goods and services in a manner that is sustainable and safe
- P3** Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4** Businesses should respect the interests of and be responsive to all its stakeholders
- P5** Businesses should respect and promote human rights
- P6** Businesses should respect and make efforts to protect and restore the environment
- P7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

As part of our commitment to sustainability, we have introduced green packing practices, such as using steel pallets instead of wooden ones, in our logistic deployment processes. Our Company strongly believes in conducting business sustainably and is committed to adhering to the best environmental practices, considering all stakeholders' interests.

Our recent acquisition of Interfloat Group (through our overseas wholly owned subsidiaries in Europe) and the commissioning of our third Solar Glass furnace (SG3) at Bharuch, Gujarat, India demonstrate our steadfast commitment towards sustainable business growth. This BRSR report (FY 2022-23) showcases our dedication and highlights the efforts undertaken by the Company. Going forward, we will continue to comply with BRSR disclosures under each principle.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

All Corporate Policies including the Business Responsibility (BR) Policies of the Company are ingrained in day-to-day business operations of the Company and are implemented by the Management at all levels. The responsibility for implementation of BR Policies of the Company is ultimately shouldered by Mr. P. K. Kheruka, Executive Chairman of the Company.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Company has established Environment, Social, Governance (ESG) Committee to facilitate decision making on sustainability related matters. The primary objective of this ESG Committee is to assist the Board in realizing the ESG commitments of the Company. The Committee assumes overall responsibility for the following key aspects:

- (i) Endorsing the ESG vision and continually setting goals in line with that vision;
- (ii) Monitoring the progress towards achieving the stated vision and goals;
- (iii) Reviewing and addressing any statutory performance obligations related to Sustainability/ESG.

Additionally, the Committee's responsibilities include other items/matters prescribed under applicable laws or directed by the Board to ensure compliance with relevant regulations. The Committee also plays a crucial role in reporting the progress of various initiatives and ensuring timely and appropriate disclosures on a periodic basis.

10. Details of Review of NGRBCs by the Company

| Subject for Review | a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | |
| 1 Performance against above policies and follow up action | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 2 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

| Subject for Review | b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | | |
|---|---|----|----|----|----|----|----|----|----|--|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | |
| 1 Performance against above policies and follow up action | | | | | | | | | | |
| 2 Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances | The policy review is conducted on a need-basis. | | | | | | | | | |

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No, however, the processes & compliances are subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by the Board / its committees.

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

SECTION C: Principle-wise performance disclosure

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

| S. No. | Segment | Total number of training & awareness programmes held | Topics / principles covered under the training | % age of persons in respective category covered by the awareness programmes |
|--------|-----------------------------------|--|---|---|
| 1 | Board of Directors | 2 | Familiarization program on ESG initiatives of the Company. Third party presentation on applicability and disclosures of ESG and BRSR including ESG targets adoption and highlights of the nine principles of responsible business conduct. | 100% |
| 2 | Key Managerial Personnel | 2 | Third party presentation on applicability and disclosures of ESG and BRSR including ESG targets adoption and highlights of the nine principles of responsible business conduct. Awareness on prevention of sexual harassment at workplace. | 100% |
| 3 | Employees other than BOD and KMPs | 39 | Behavioural, Functional, Safety & Skill upgradation, Awareness on prevention of sexual harassment at workplace. | 53% |
| 4 | Workers | 285 | Awareness on prevention of sexual harassment at workplace , Health and Safety. | 92% |

Every employee joining BRL undergoes training /awareness and signs the value document.

BRL Values: Integrity, Respect, Accountability, Customer focus, Continual Improvement, and Safety.

During the year, apart from the above listed items, the Board of Directors and Key Managerial Personnel invested their time on various matters relating to business, regulations, economy and others.

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2022-23

| Monetary | | | | | |
|-----------------|---|---|-----------------|-------------------|--|
| | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | Not applicable. No such fines/penalties/punishment/award/compounding fees were enforced by any regulator/law enforcement agencies/ judicial institutions. | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |

| Non- Monetary | | | | | |
|-----------------|---|---|-------------------|--|--|
| | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) | |
| Penalty/ Fine | Not applicable. No such fines/penalties/punishment/award/compounding fees were enforced by any regulator/law enforcement agencies/ judicial institutions. | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|----------------|---|
| Not Applicable | |

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

Yes, the Company's Anti-Bribery and Anti-Corruption Policy provides guidance as to how to recognize and deal with bribery and corruption issues and mandates employees and other stakeholders to act professionally, fairly and with utmost integrity in all business dealings. The Policy also covers the framework on Facilitation Payments, Gifts, Political Contributions, etc. The Policy is available on the Company's website at <https://www.borosilrenewables.com/Links/Investor/Policies/Anti-Bribery%20and%20Anti-Corruption%20Policy.pdf>

5. Number of Directors / KMPs / Employees / Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption

| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------|--|---|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

6. Details of complaints with regard to conflict of interest

| Segment | FY 2022-23 (Current Financial Year) | | FY 2021-22 (Previous Financial Year) | |
|--|--|---------|---|---------|
| | Number | Remarks | Number | Remarks |
| 1 Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | - | Nil | - |
| 2 Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | - | Nil | - |

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

Not Applicable

LEADERSHIP INDICATORS

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

| Total number of awareness programmes held | Topics / principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|--|--|--|
| Nil, the Company is in process of implementing the same. | | |

2. 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, the Company has policies such as Code of Conduct for Directors and Senior Management, Policy on Related Party Transactions to avoid / manage conflict of interests. The disclosure of interest is taken from all the directors on an annual basis, in which the directors are obliged to disclose all the entities/partnership firms/ corporates in which they are holding any kind of interest viz directorship/ shareholding/committee positions etc. If any transaction / arrangement is proposed with any such parties, the only disinterested Board of directors consider and vote on such proposal and the interested directors refrain from voting on such transactions / arrangements.

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) related to 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.**

| S. No. | Segment | FY 2022-23 | FY 2021-22 | Details of improvements in environmental and social impacts |
|--------|--------------------|------------|------------|---|
| 1 | R&D ¹ | 100% | 100% | The R&D activities include implementation of projects for reducing dependence on environment affecting materials, maximizing value from recycling of waste glass, and increasing energy efficiency. |
| 2 | Capex ² | 2.47 Cr | 0.53 Cr | Expense includes spending on LED lightings aimed at achieving energy savings, implementing energy management systems, installing detectors to identify gas leakage and wastage, and setting up of wastewater filtration system, among other initiatives. We are also supporting our Associate Company to increase the share of renewables in energy mix ³ . |

1. 100% R&D expenditure is aligned with one or more of the nine principles given by the National Guideline for Responsible Business Conduct (NGBCRC).
2. The Capex includes capital expenditure as well as R&D spendings for environmental and social improvements. (Percentage - not available)
3. Wind solar hybrid project (for captive consumption of power) costing approximately ₹ 141.03 crore was undertaken by our associate company, in which the Company has invested ₹ 11 crore as an equity.

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

Yes, the Company has well-established procedures in place to ensure sustainable sourcing. The key steps in the sustainability sourcing process include:

1. Imposing strict requirements on imports to only come from registered vendors. Rigorous inspections are carried out at the origin of dispatch to ensure compliance with specified contract standards. Additional inspections are conducted upon the products' arrival at the facility.
2. Diversifying sourcing practices by establishing a local procurement supply chain. This strategy reduces dependency on imports and promotes local manufacturers, MSMEs and small vendors. Thorough contractual agreements and quality inspections guarantee adherence to desired product standards.
3. Implementing efficient transportation management of raw materials, aiming to minimize the Company's transportation footprint. Efficient procurement methods are employed to further reduce the environmental impact.
4. Ensuring ethical practices within the supply chain, the Company's contracts, and Code of Conduct (COC) explicitly prohibit any involvement in child labor, forced labor, or other human rights violations.

Moreover, the Company actively engages with its vendors to address sustainability concerns at their end. As part of ongoing improvement, the Company has recently formulated a Sustainable Supply Chain policy to guide sourcing practices in alignment with sustainable principles.

Overall, the Company is committed to responsible sourcing, environmental stewardship, and ethical standards, as evidenced by its robust and well-structured sustainable sourcing procedures.

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

Company is sourcing inputs/raw materials through local sourcing, MSMEs, companies who are ISO certified, among others. During the FY 2023, 97.90% of the inputs were sourced sustainably. Major goods and services are sourced from licensed and regulated vendors with whom we have long-term relationships.

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)** - At present very limited mechanism is available to treat the packaging plastics at our premises. The plastic waste generated within the factory premises is sent to the government authorised agencies for recycling.

- b. **E-waste-** E-waste generated in factory is stored at designated areas and then it is sent to Gujarat Pollution Control Board (GPCB) authorized E-waste recyclers for further processing. E-waste generation and disposal records (Form Number 06) are maintained for monitoring purposes as per GPCB guidelines.

c. **Hazardous waste-**

The below hazardous waste is generated at our plant as per hazardous category:

1. Empty bags (Category - 33.3);
2. Empty barrels/containers/liners contaminated with hazardous chemicals /wastes (Category - 33.3); and
3. Used Oil (Category 5.1)

The below guidelines are followed with respect to generated hazardous wastes:

Storage guidelines

- i. A designated area with a separate chamber and a closed shed is available for the storage of hazardous waste.
- ii. Drums containing used oil/grease/thinner or any other liquid materials are stored on secondary containment to prevent spillage on the ground.
- iii. Each hazardous waste chamber is clearly marked with appropriate signage for easy identification.
- iv. A spill kit is readily available at the scrap yard to handle any potential spills.
- v. Hazardous waste is not stored on-site for more than 90 days to ensure timely disposal.

Handling guidelines

- i. All third party personnel involved in hazardous waste management are covered under Worker's Compensation (WC) policy for their safety and protection.
- ii. Proper personal protective equipment (PPE) is used by workers during the handling of chemical drums, oil drums and other hazardous materials.
- iii. No hot work activities are permitted within or in the vicinity of the scrap yard to minimize the risk of accidents.
- iv. Whenever handling critical materials with hazardous properties, proper briefings are conducted, and records of these briefings are maintained.

Transportation guidelines

- i. Hazardous waste is transported only with accompanying manifest.
- ii. All transporters comply with guidelines set by GPCB, all vehicles are equipped with GPS for enhanced monitoring during transportation.
- iii. The end user of hazardous waste must possess a consent copy to demonstrate its proper reusing/recycling / incineration etc.

d. **Other waste**

The management of solid waste is carried out according to the nature of the waste, adhering to specific guidelines appropriate for each type of waste.

Regular safety audits are conducted at the plant to ensure the continuous assessment and improvement of safety standards and practices.

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.**

Yes, the Company has obtained EPR authorization for plastic waste from the Central Pollution Control Board (CPCB) as per the Plastic Waste Management Rules, 2016 and subsequent amendments. The plastic waste collection plan is in line with the targets specified by CPCB.

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?

| 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. |
|----------|--------------------------|---------------------------------|--|---|---|
| 23101 | Solar Glass | 100% | Plant boundary | Yes | No |

The Company has lower Carbon Footprint and is engaged in implementing various sustainability initiatives.

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

| Name of Product / Service | Description of the risk/ concern | Action taken |
|---------------------------|--|---|
| Solar Glass | Electricity is sourced from grid and the quantum to be procured under open access is restricted. | 1. Implementation of HVAC efficiency. 2. Investment in 10MW Hybrid Renewable energy plant for electricity consumption under State Hybrid power policy. |
| Solar Glass | Environmental & Fire risk due to improper waste management | Internal SOP is prepared for systematic waste management and avoidance of any fire or environmental risks. |

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|---|
| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
| Recycle | | |
| NA | NA | NA |
| Reuse | | |
| Glass cullets | 100% | 100% |
| Wooden pallets | <5% | <5% |
| Steel pallets | 100% | 100% |

Wooden pallets and Steel pallets are returned from customers, whereas glass cullets are reused in processes.

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

| Particular | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|--------------------------------|--|----------|-----------------|---|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | 0 | 223.96 | 0 | 0 | 116.09 | 0 |
| E-waste | 0 | 10.63 | 0 | 0 | 10.11 | 0 |
| Hazardous waste | 0 | 35.27 | 372 | 0 | 27.59 | 359 |
| Battery waste (E) | 0 | 14.43 | 0 | 0 | 0.18 | 0 |
| Other waste | 70,468.30 | 1,680.3 | 0 | 61,079.00 | 1,524.83 | 0 |

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
| Glass | 100% Steel Pallet are reclaimed from customers |
| Glass | < 5 % wooden pallet are reclaimed from customers |

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 (as on March 31, 2023):

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|-------------|--------------------|-------------|--------------------|-----------|--------------------|-----------|---------------------|-------------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 599 | 599 | 100% | 599 | 100% | NA | NA | 0 | 0% | 599 | 100% |
| Female | 5 | 5 | 100% | 5 | 100% | 5 | 100% | NA | NA | 5 | 100% |
| Total | 604 | 604 | 100% | 604 | 100% | 5 | 1% | 0 | 0% | 604 | 100% |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 58 | 58 | 100% | 58 | 100% | NA | NA | 0 | 0% | 58 | 100% |
| Female | 3 | 3 | 100% | 3 | 100% | 3 | 100% | NA | NA | 3 | 100% |
| Total | 61 | 61 | 100% | 61 | 100% | 3 | 5% | 0 | 0% | 61 | 100% |

b) Details of measures for the well-being of workers (as on March 31, 2023):

| Category | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|-------------|--------------------|-------------|--------------------|-----------|--------------------|-----------|---------------------|-------------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 115 | 115 | 100% | 115 | 100% | NA | NA | 0 | 0% | 115 | 100% |
| Female | 0 | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | 115 | 115 | 100% | 115 | 100% | NA | NA | 0 | 0% | 115 | 100% |
| Other than permanent workers | | | | | | | | | | | |
| Male | 1278 | 0 | 0% | 0 | 0% | NA | NA | 0 | 0% | 1278 | 100% |
| Female | 95 | 0 | 0% | 0 | 0% | 0 | 0% | NA | NA | 95 | 100% |
| Total | 1373 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1373 | 100% |

2. Details of retirement benefits for Current and Previous FY

| 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.) |
| 1 PF | 100% | 100% | Yes | 100% | 100% | Yes |
| 2 Gratuity | 100% | 100% | Yes | 100% | 100% | Yes |
| 3 ESI | NA | NA | NA | NA | NA | NA |

3. **Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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.**

The Company's establishments are well accessible to differently abled employees. The Company is also working continuously towards improving its infrastructure to make it more differently abled friendly.

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

The Company's policy on Equal Opportunity, Diversity and Inclusion is made available on the Company's website at <https://www.borosilrenewables.com/Links/Investor/Policies/Equal%20Opportunity,%20Diversity%20&%20Inclusion%20Policy.pdf>

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

| Gender | Permanent employees | | Permanent workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to work Rate | Retention rate | Return to work rate | Retention rate |
| Male | Not applicable | | | |
| Female | | | | |
| Total | | | | |

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

| | | |
|---|--------------------------------|--|
| 1 | Permanent employee | BRL has constituted a Grievance Redressal Committee for employees and workers. The Committee aims to deal with an individual grievance fairly and promptly to facilitate a culture to achieve "No complaint" within an organization to improve productivity and facilitate a conducive environment. The Committee enables employees to understand how to effectively lodge work-related complaints, and to support managers in resolving such issues effectively. The grievance is submitted in writing or via email on: brl-grievancecommittee@borosil.com . The Grievance Committee comprises of members from different management cadres, ranging from senior management to workmen cadre. The final settlement of any grievance is reached within a reasonable period (normally not exceeding one month) after the recommendations of the Grievance Committee. |
| 2 | Other than Permanent Employees | |
| 3 | Permanent Workers | |
| 4 | Other than Permanent Workers | |

7. **Membership of employees and workers in association(s) or Unions recognized by the listed entity**

| Category | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|----------------------------------|--|--|-----------|--|--|-----------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |
| Total Permanent Workers | 115 | 115 | 100% | 132 | 132 | 100% |
| Male | 115 | 115 | 100% | 132 | 132 | 100% |
| Female | 0 | 0 | 0% | 0 | 0 | 0% |

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 | 657 | 111 | 16.89% | 231 | 35.15% | 476 | 123 | 25.84% | 61 | 12.81% |
| Female | 8 | 3 | 37.50% | 3 | 37.50% | 5 | 2 | 40.00% | 0 | 0.00% |
| Total | 665 | 114 | 17.14% | 234 | 35.18% | 481 | 125 | 25.98% | 61 | 12.68% |
| Workers | | | | | | | | | | |
| Male | 1393 | 1215 | 87.22% | 78 | 5.60% | 1048 | 823 | 78.53% | 8 | 0.76% |
| Female | 95 | 75 | 78.94% | 0 | 0.00% | 80 | 44 | 55.00% | 0 | 0.00% |
| Total | 1488 | 1290 | 86.69% | 78 | 5.24% | 1128 | 867 | 76.86% | 8 | 0.70% |

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

The Company has an inbuilt procedure to ensure the fair and impartial conduct of performance appraisals for employees and workers. The process begins with each employee and worker evaluating themselves, and subsequently, their reporting manager and respective heads of the department evaluate their performance during the specific tenure. The details of performance and career development reviews of employees and workers are given below:

| Category | FY 2022-23 | | | FY 2021-22 | | |
|------------------|------------|------------|-------------|------------|------------|------------|
| | Total (A) | No (B) | % (B/A) | Total (C) | No (D) | % (D/C) |
| Employees | | | | | | |
| Male | 599 | 599 | 100% | 465 | 424 | 91% |
| Female | 5 | 5 | 100% | 5 | 5 | 100% |
| Total | 604 | 604 | 100% | 470 | 429 | 91% |
| Workers* | | | | | | |
| Male | 115 | 0 | 0% | 132 | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0 | 0% |
| Total | 115 | 0 | 0% | 132 | 0 | 0% |

*Only permanent workers are covered under performance and career review. Other than permanent workers are covered under Wage settlement.

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 of such system?

The Company has occupational health and safety management system at its plant. The plant is certified with ISO certification for Occupational Health and Safety Management and for Environment Management System. Fire safety equipment like fire and smoke detectors, fire extinguishers & sprinklers are installed at plant premises. Maintenance of these installations is conducted at regular intervals and maintenance contracts for this purpose are in place. Fire drills are conducted regularly to create fire safety awareness. Drinking water testing is done on monthly basis by approved laboratories. Air quality check is also carried on monthly basis. The first aid box is maintained at plant for medical requirements. Ambulance is available for any emergency. Emergency contact numbers like that of police stations, ambulance, hospitals, building management, etc. are prominently displayed at plant.

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

The Company has a comprehensive mechanism to identify work related hazards and assess risks on a routine basis. For routine activities, Hazard Identification and Risk Assessment (HIRA) system is available for all the processes. For non-routine activities, work permit system is in place. Risk assessment is also carried out before starting non-routine work. Risk assessment includes identification of risks during plant visits by safety teams, daily briefings and periodic meetings with employees and workers for taking in their feedback. The workforce at plant is actively involved in identification and mitigation of the work-related hazards.

c. Whether you have processes for employees to report the work-related hazards and to remove themselves from

such risks. (Y/N)

The Company deploys multiple mitigation measures to minimize risks based on identified hazards. Employees undergo training to recognize and report unsafe conditions to the safety officer. Periodic mock drills are conducted to ensure all employees are familiar with evacuation procedures in case of emergencies. The Company has prominently displayed QR codes throughout the work place, allowing employees to report hazards and empowering them to remove themselves from risky situations.

Roles & responsibilities

- All employees are responsible for promptly reporting any hazardous conditions to their supervisors in the workplace.
- Workplace supervisors are responsible for responding to employee concerns, ensuring prompt resolution of hazardous conditions and filling in the Hazard Report form with the assistance of employees. Follow-up on actions/responses must be completed within an appropriate timeframe.

Procedure for reporting:

- When an employee identifies a safety hazard/concern, they should immediately report it to their supervisor.
- The supervisor will promptly address the matter, consulting with others if necessary, and inform the employee of the action plan to resolve the issue. The time frame for resolution will depend on the potential risk of the situation.
- If the supervisor is unable to resolve the concern, it should be escalated to the owner/manager.
- If the employee's concern remains unsatisfactorily resolved after a reasonable period, they are encouraged to bring it to the attention of a member of the Joint Health and Safety Committee/health and safety representative.
- The employee will be asked to document the concern, outlining the facts and the information requested.
- All concerns will be thoroughly investigated, with a focus on gathering factual information related to the matter.
- The Joint Health and Safety Committee/representative and the employee's supervisor are responsible for keeping the employee informed about the progress of concerned resolution.
- If the concern remains unresolved, it will be discussed in the Management Review Meeting (MRM) and the safety committee meeting.

NOTE: This procedure does not prevent employees from exercising their right to refuse unsafe work, as defined under the Occupational Health and Safety Act.

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

Yes, all employees of the Company have access to non-occupational medical and healthcare services. The Company has formulated separate health insurance policies and contingent loan policy (for medical emergencies), among other initiatives.

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

| Safety Incident/Number | Category | FY 2022-23 | FY 2021-22 |
|---|-----------|------------|------------|
| 1 Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0.79 |
| | Workers | 0.41 | 0 |
| 2 Total recordable work-related injuries | Employees | 0 | 2 |
| | Workers | 1 | 1 |
| 3 No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| 4 High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

To ensure a safe and healthy workplace, the Company implements the following measures:

1. Elimination of potential hazards

The Company maintains a hazard-free workplace by adhering to OSHA standards and regulations. Digital signage systems are employed to remind employees about proper body mechanics, forklift safety, PPE requirements, and ways to prevent slips, trips, and falls. Employees are encouraged to identify and report safety issues, and prompt action is taken to resolve them.

2. Comprehensive Training:

The Company ensures that all employees receive safety training in a language they understand. New employees undergo initial safety training, and refresher courses are provided to existing employees or when job roles change. Electronic message boards are utilized to reinforce safety training with concise messages.

3. Proper Equipment Provision:

The Company ensures that employees have access to safe tools and equipment and also ensures their proper maintenance. Workplace digital signage is used to promote injury prevention and employees are educated on the safe handling of hazardous materials, lock-out tag-out procedures, and machine guarding.

4. Visual safety Aids and Messages:

The workplace employs color codes, posters, labels, and signs to alert employees about potential hazards. The Occupational Safety and Health Administration (OSHA) posters are displayed throughout the workplace, and digital signage broadcasts important safety information and updates. Employers can display their safety recordable using automated counters. This visual aide displays real-time data and reminds employees to prioritize safety.

5. Establishment of Safety Committee and Regular Meetings:

The Company has formed a workplace health and safety committee comprising representatives from different departments, including senior management and shop-floor-based employees. The Committee meets at least once a quarter to keep everyone informed about safety topics, inspections, injury and illness statistics, and other safety-related matters. Regular departmental or company-wide safety meetings are also held to solicit employee feedback, enhancing hazard identification and employee well-being.

6. Incorporating Fun into Safety:

While safety is taken seriously, the Company tries to engage employees by making safety learning enjoyable. By adding an element of fun, employees are more likely to stay engaged, retain safety information, and actively contribute to accident prevention.

7. Periodic Health and Safety (H&S) Audits

The Company conducts regular Internal & External audits to assess and maintain a safe and healthy workplace for its employees.

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

| | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|--------------------|-------------------------------------|---------------------------------------|---------|--------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0 | 0 | NA | 0 | 0 | NA |
| Health & Safety | 0 | 0 | NA | 0 | 0 | NA |

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.

Yes, the Company has taken corrective action to address safety-related incidents. One such incident involved a finger injury caused by broken glass. The accident occurred when an employee was engaged in glass stacking and sorting activity. A broken piece of annealed glass from the stacked rack fell on to the employee’s left second toe, resulting in a minor cut injury.

Root causes identified:

- 1) The injured person had removed safety shoes in the working area due to itching problems.
- 2) Improper handling and stacking of broken glasses.

Corrective actions implemented:

- 1) A separate designated zone has been identified where employees can remove their safety shoes during breaks, reducing the likelihood of similar incidents in future.
- 2) Standard Operating Procedure (SOP) for glass handling have been prominently displayed with warning signs at all locations within the plant premises, emphasizing safe practices.

Additionally, the Company has implemented, thermography scanning, external electrical audits and fire sprinkler & emergency exit amongst other corrective measures to enhance the overall safety.

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)**

Employees – Yes
Workers – Yes

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

The Company promotes and encourages its value chain partners to ensure timely deposit of their statutory dues. A monthly internal audit is conducted to ensure the said compliance.

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

| | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|--|---|---|---|
| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 |

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

The Company provides trainings and career development opportunities to its employees which allows them smooth transition in to different career fields.

5. **Details on assessment of value chain partners*:**

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | 100% |
| Working Conditions | 100% |

*Limited to contract workers working in the Company's premises. The Company takes a sign-off for the Health Safety and Environment (HSE) terms and conditions from the vendors. The relevant terms and conditions for health and safety, and working conditions are mentioned in all the service order copies given to the contractors.

The assessment of value chain partners for health and safety practices and working conditions will be conducted in coming years.

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

The Company has implemented an HSE consequence management system to penalize vendors (contractors) for any non-compliance with health, safety practices and working conditions. Additionally, it has partnered with local hospitals for immediate support during emergencies and can seek mutual aid contracts with nearby factories when needed. Follow-up treatment and counselling by Factory Medical Officer are provided. Regular mock drills are conducted in critical areas, and fall protection systems have been installed on the premises. Additionally, the Company holds a lifetime membership of DPMC -Ankleshwar (Disaster Prevention and Management Centre).

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders
ESSENTIAL INDICATORS
1. Describe the processes for identifying key stakeholder groups of the entity.

The Company has identified its key stakeholder groups through an internal consultation process undertaken during the materiality assessment activity.

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

| Stakeholder group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|----------------------------|---|--|--|--|
| External | | | | |
| Local community | Yes, the workforce including women, persons with disabilities, tribal communities and migrant workers are recognized as disadvantaged, vulnerable and marginalized. | The engagement team connects with local community to understand their needs and requirements. They are also reached through community development programs organized by the Company. Additionally, some of the Company's CSR initiatives also help in engaging with disadvantaged, vulnerable and marginalized stakeholders. | On continual basis | To understand grievances of communities nearby plant premises and support them in meeting their requirements. |
| Shareholders | No | Regular updates, Annual reports, Analyst / Institutional Investors conference, etc are communicated via email, newspaper advertisements and through stock exchanges, as may be applicable. | Quarterly / Annually / Periodic basis | To provide them updates about the Company. |
| Customers | No | Email, pamphlets and websites, exhibitions and social media | On continual basis | Promotion of Products, Follow-up on Leads and Opportunities, Information Collection, Relation Activity, Complaint Handling, taking feedback. |
| Associations | No | Participation in annual conferences and consultation. | Annually / Periodic basis | To interact with peers and to collaborate on challenges faced by industry and innovate. |
| Internal | | | | |
| Board of Directors (Board) | No | Regular updates to the Board through board meetings and familiarization programs. | Quarterly / Need basis | To discuss the performance, and take decisions on future actions and approval as per the requirements. |

| Stakeholder group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|--|--|--|---|
| Employees | No | Employee surveys, interaction through newsletters, performance management systems, trainings, communication sessions (town hall meetings). | On continual basis | To communicate important decisions, take their inputs on improving systems, processes and productivity. |

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 Company believes that stakeholder consultation is necessary to implement sustainability initiatives in an effective manner. Thus, stakeholder engagement for deciding on our ESG topics is important to us. The Company's stakeholders were involved in the materiality assessments for ESG topics. The key stakeholders like customers, shareholders, employees, suppliers etc. were identified and direct interactions /surveys were held for identification of important issues related to the Company in the areas of Environment, Social and Governance. The results of the survey were analysed and the feedback was presented to the Board of Directors.

- 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.**

The Company discussed the materiality of various important issues (related to Environment, Social and Governance) with the key stakeholders and the feedback from the stakeholders was discussed with the senior management and the Board of Directors.

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

The Company's CSR activities focuses on disadvantaged, vulnerable, and marginalized segments of society. The CSR strategy is approved and periodically reviewed by the CSR Committee of the Board and believes in optimizing impact on communities and beneficiaries. Refer to the Annual Report on CSR forming part of the Annual Report for project details.

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 | | | FY 2021-22 | | |
|------------------------|-------------|--|-----------|-------------|--|-----------|
| | Total (A) | No. of employees / workers covered (B) | % (B/A) | Total (C) | No. of employees / workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 604 | 0 | 0% | 429 | 0 | 0% |
| Other than permanent | 61 | 0 | 0% | 52 | 0 | 0% |
| Total employees | 665 | 0 | 0% | 481 | 0 | 0% |
| Workers | | | | | | |
| Permanent | 115 | 0 | 0% | 132 | 0 | 0% |
| Other than permanent | 1373 | 0 | 0% | 996 | 0 | 0% |
| Total workers | 1488 | 0 | 0% | 1128 | 0 | 0% |

- 2. Details of minimum wages paid to employees and workers**

All the workers are paid in compliance with the Minimum Wages Act, 1948. Additional perks and benefits like food allowances are provided to them in addition. Our employees are paid as per industry standards and do not fall in the hourly wages category.

| Category | FY 2022- 23 | | | | | FY 2021-22 | | | | |
|-----------------------------|--------------|--------------------------|---------|---------------------------|---------|--------------|--------------------------|---------|---------------------------|---------|
| | 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 | 599 | 0 | 0% | 599 | 100% | 424 | 0 | 0% | 424 | 100% |
| Female | 5 | 0 | 0% | 5 | 100% | 5 | 0 | 0% | 5 | 100% |
| Other than permanent | | | | | | | | | | |
| Male | 58 | 0 | 0% | 58 | 100% | 52 | 0 | 0% | 52 | 100% |
| Female | 3 | 0 | 0% | 3 | 100% | 0 | 0 | 0% | 0 | 0 |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 115 | 0 | 0% | 115 | 100% | 132 | 0 | 0% | 132 | 100% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Other than permanent | | | | | | | | | | |
| Male | 1278 | 1278 | 100% | 0 | 0% | 916 | 916 | 100% | 0 | 0% |
| Female | 95 | 95 | 100% | 0 | 0% | 80 | 80 | 100% | 0 | 0% |

3. **Details of remuneration/salary/wages, in the following format: (₹ In Lakhs)**

| | Male | | Female | |
|---|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 8 | 25.55 | 1 | 26 |
| Key Managerial Personnel (other than BOD) | 2 | 62.43 | 0 | Nil |
| Employees (other than BoD and KMP) | 652 | 4.09 | 8 | 5.49 |
| Workers | 1393 | 1.22 | 95 | 1.22 |

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, the Head of the Human Resource department oversees any human rights-related issues that impact the Company.

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

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed.

The Company is committed to maintaining a safe and harmonious business environment and workplace for everyone, irrespective of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, and other such parameters. The Company believes that every workplace shall be free from violence, harassment, intimidation, and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.

The Company also has zero tolerance towards all forms of slavery, coerced labour, child labour, human trafficking, violence, and physical, sexual, psychological, verbal abuse. In addition, to address any issues related to human rights, a Grievance Redressal Committee is formed, and Human Rights Policy, and Stakeholder Engagement and Grievance Redressal policy are adopted. All our employees and workers can raise their concerns orally or in writing or via email to the Grievance Redressal Committee – brl-grievancecommittee@borosil.com.

The Company's Human Rights Policy is available at <http://borosilrenewables.com/Links/Investor/Policies/Human-Rights-Policy.pdf> and the Stakeholder Engagement and Grievance Redressal policy is available at <http://borosilrenewables.com/Links/Investor/Policies/Stakeholder%20Engagement%20and%20Grievance%20Redressal%20Policy.pdf>

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

| | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|-----------------------------------|--------------------------------------|---------------------------------------|---------|---------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of 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 Company is committed to protecting the complainant in discrimination and harassment cases to promote an open culture. The complainant's privacy is the Company's responsibility. All the complaints and information received regarding sexual or any kind of harassment at our premises are kept confidential according to the Policy on Sexual Harassment (PoSH) at workplace, and the whistle-blower policy.

The mechanism at work to protect the complainants at our Company is as follows:

- (a) Independent Internal Committee (IC) drawn from a cross-functional leadership pool takes independent decisions and actions as per Sexual Harassment at Workplace Act, 2013. Any person who breaches confidentiality is subject to disciplinary action.
- (b) We have a comprehensive Whistle-blower policy in place whereby both employees and other business associates can make a complaint under "protected disclosures" as per the policy. Protected disclosures cover both oral and written communications for reporting unethical or improper activity of any kind. For extremely egregious violations, we also have an anonymous complaints channel.

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

No

9. Assessments for the year

| Section | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|------------------------------------|---|
| Sexual Harassment | 100% The Company is in compliance with all the applicable laws. |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour / Involuntary Labour | |
| Wages | |

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.

As there were no human rights issues identified in FY 2022-23, no business process was required to be modified/introduced.

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

The Company is certified by external assessment agencies such as Great Place to Work (GPTW). The Company will be conducting human rights due diligence survey 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?

The Company's establishments are well accessible to differently abled employees. The Company is also working continuously towards improving its infrastructure to make it more differently abled friendly.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|------------------------------------|--|
| Sexual Harassment | The Company is dedicated to continually educating supply chain partners about the need to abide by all applicable labour and employment laws and regulations, including those pertaining to gender diversity, human rights, child labour, wages, working hours, bribery & corruption, occupational health, safety, and the environment. The Company intends to introduce formal assessment of its value chain partners on human rights issues in coming years. |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour / Involuntary Labour | |
| Wages | |
| Others – please specify | |

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 GJ) and energy intensity, in the following format*

| Parameter | FY 2022-23 | FY 2021-22 |
|--|---------------------|---------------------|
| Total electricity consumption (A) | 3,17,035.29 | 2,73,147.54 |
| Total fuel consumption (B) | 10,99,782.49 | 8,84,988.88 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumption (A+B+C) | 14,16,817.78 | 11,58,136.42 |
| Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees) (in GJ/Lakh rupees) | 20.59 | 17.98 |

The increasing trend in energy consumption and energy intensity pertains to the commissioning of a new Solar Glass furnace in FY 2022-23.

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) : No

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 |
|---|-------------------|-------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 2,89,358 | 2,78,400 |
| (iii) Third party water | 0 | 0 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 0 | 0 |

| Parameter | FY 2022-23 | FY 2021-22 |
|---|------------|------------|
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 2,89,358 | 2,78,400 |
| Total volume of water consumption (in kilolitres) | 2,89,358 | 2,78,400 |
| Water intensity per rupee of turnover [Water consumed (in kilolitres) / turnover (in lakhs)] | 4.20 | 4.32 |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : Yes, audit was conducted for FY 2022-23 by GPCB assigned agency Shree Dhanvantary College Of Engineering & Technology and the final report was submitted to GPCB.

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

Yes, the Company's plant operates on Zero Liquid Discharge system, ensuring that 100% of the effluent wastewater is utilized within the plant premises. As a result, there is no wastewater discharge occurring outside of the plant's premises.

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

| Parameter | locations | Please specify units | FY 2022-23 | FY 2021-22 |
|-------------------------------------|-------------------|----------------------|------------|------------|
| NOx | Jhagadia, Bharuch | ppm | 17.09 | 7.64 |
| SOx | Jhagadia, Bharuch | ppm | 15.07 | 14.55 |
| Particulate matter (PM) | Jhagadia, Bharuch | mg/Nm3 | 57 | 41.89 |
| Persistent organic pollutants (POP) | Jhagadia, Bharuch | NA | NA | NA |
| Volatile organic compounds (VOC) | Jhagadia, Bharuch | mg/m3 | 2.09 | 3.08 |
| Hazardous air pollutants (HAP) | Jhagadia, Bharuch | NA | NA | NA |
| Others – please specify | NA | 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.

Yes, audit was conducted for FY 2022-23 by GPCB assigned agency Shree Dhanvantary College Of Engineering & Technology and the final report was submitted to GPCB.

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 |
|---|---|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 70,471 | 46,945 |
| Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 69,604 | 59,963 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | Metric tonnes of CO2 equivalent per Lakh rupees | 2.03 | 1.66 |

Scope -01 include (Stationary & Mobile combustion & Fugitive emission from Fire extinguisher/AC/Gas use).

Scope -02 includes (Grid Purchase electricity)

The increasing trend in emissions and intensity pertains to commissioning of new Solar Glass furnace in FY 2022-23.

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

No

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

Yes, one of the significant initiatives taken to reduce emissions includes the adoption of alternate fuels & continuous monitoring of flue gas which helps to enhance the complete combustion of flue gases as well as reduce carbon monoxide emissions. In addition, we take several measures to ensure that our emissions are within the permitted limits of local regulations. To this extent, we have periodic monitoring done by third-party agencies accredited by the Pollution Control Board (PCB) and a yearly environment audit conducted by the Gujarat Pollution Control Board (GPCB)-which is an approved audit agency. In addition, we also conduct periodic reviews to assess some of the business risks & opportunities that arise due to climate change.

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

| Parameter | FY 2022-23 | FY 2021-22 |
|--|-------------------------------|------------------|
| | Total Waste generated (in MT) | |
| Plastic waste (A) | 223.96 | 116.09 |
| E-waste (B) | 10.63 | 10.11 |
| Bio-medical waste (C) | 0.017 | 0.00001233 |
| Construction and demolition waste (D) | 43.22 | 0.00 |
| Battery waste (E) | 14.43 | 0.18 |
| Radioactive waste (F) | 0.00 | 0.00 |
| Other Hazardous waste. Please specify, if any. (G) | 407.27 | 387.00 |
| Other Non-hazardous waste generated (H). Please specify, if any. | 72,148.60 | 62,558.67 |
| Total (A+B + C + D + E + F + G + H) | 72,848.13 | 63,072.05 |

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 | 1,964.59 | 1,606.05 |
| (ii) Re-used | 70,468.30 | 61,079.00 |
| (iii) Other recovery operations | 0.00 | 0.00 |
| Total | 72,432.89 | 62,685.05 |

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

| Category of waste | | |
|---------------------------------|-----------------|---------------|
| (i) Incineration | 197.50 | 0.00001233 |
| (ii) Landfilling | 415.22 | 360 |
| (iii) Other disposal operations | 459.37 | 558.13 |
| Total | 1,072.09 | 918.13 |

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, audit was conducted for FY 2022-23 by GPCB assigned agency Shree Dhanvantary College Of Engineering & Technology and the final report was submitted to GPCB.

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 recycle our waste which includes plastic drums, HDP bags, glass, paper, cardboard, metal, plastic, tires, batteries, and electronics. Some of the other notable initiatives include:

- Management of our solid waste at the initial stages.
- Effective management of our food & green waste generated from our canteens and gardens by using them as compost at the site and as manure for gardening purposes.
- Establishing a new scrap yard categorized by material type.

In addition to the above, we also comply with all the applicable local regulations for solid waste management and ensure that all hazardous waste is sent to GPCB -authorized recyclers only.

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, 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. |
|----------------|--------------------------------|--------------------|---|
| Not Applicable | | | |

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 | Relevant Web link |
|---|----------------------|------|---|---------------------------------------|-------------------|
| Currently, there are no new sites, thus, at present not required. | | | | | |

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

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--|---|---------------------------------------|---|---------------------------------|
| Yes, the Company is complying with all applicable environmental law / regulations / guidelines including Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act and Environment Protection Act and rules thereunder. | | | | |

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Giga Joules) from renewable and non-renewable sources, in the following format:

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial) |
|---|---|---------------------------------------|
| <u>From renewable sources</u> | | |
| Total electricity consumption (A) | 7,912.59 | 7,716.46 |
| Total fuel consumption (B) | 0.00 | 0.00 |
| Energy consumption through other sources (C) | 0.00 | 0.00 |
| Total energy consumed from renewable sources (A+B+C) | 7,912.59 | 7,716.46 |
| <u>From non-renewable sources</u> | | |
| Total electricity consumption (D) | 3,09,122.70 | 2,65,431.09 |
| Total fuel consumption (E) | 10,99,782.49 | 8,84,988.88 |
| Energy consumption through other sources (F) | 0.00 | 0.00 |
| Total energy consumed from non-renewable sources (D+E+F) | 14,08,905.19 | 11,50,419.97 |

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

No

2. Provide the following details related to water discharged:

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|---|--|
| Water discharge by destination and level of treatment (in kilolitres)* | | |
| (i) To Surface water | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (ii) To Groundwater | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (iii) To Seawater | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (iv) Sent to third-parties | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (v) Others | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| Total water discharged (in kilolitres) | 0 | 0 |

*The effluent water is fully consumed at our premises for gardening and other purposes.

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, audit was conducted for FY 2022-23 by GPCB assigned agency Shree Dhanvantary College Of Engineering & Technology and the final report was submitted to GPCB.

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

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

- (i) **Name of the area** : Jhagadia, Bharuch, Gujarat
- (ii) **Nature of operations** : Manufacturing
- (iii) **Water withdrawal, consumption and discharge in the following format**

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|---|--|
| Water withdrawal by source (in kilolitres)* | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 2,89,358 | 2,78,400 |
| (iii) Third party water | 0 | 0 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 0 | 0 |
| Total volume of water withdrawal (in kilolitres) | 2,89,358 | 2,78,400 |
| Total volume of water consumption (in kilolitres) | 2,89,358 | 2,78,400 |
| Water intensity per rupee of turnover (Water consumed / Lakh rupees turnover) | 4.20 | 4.32 |

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|---|--|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (ii) Into Groundwater | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (iii) Into Seawater | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (iv) Sent to third-parties | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| (v) Others | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| Total water discharged (in kilolitres) | 0 | 0 |

*The effluent water is fully consumed at our premises for gardening and other purposes.

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, audit was conducted for FY 2022-23 by GPCB assigned agency Shree Dhanvantary College Of Engineering & Technology and the final report was submitted to GPCB.

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

| Parameter | Unit | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|------|--|---|
| Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | NA | NA | NA |
| Total Scope 3 emissions per rupee of turnover | NA | NA | NA |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | 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.

No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

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

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|--|--|---|
| 1 | Filtration unit for glass washing circulation water at Benteler Nos. 02 & 03 | Provided a filtration unit for glass washing circulation water at Benteler number-02 & Benteler number-03 so that the frequency of changing water can be increased, resulting in less water to be drained. | Advantages: 1) After installation of the filtration unit at Benteler number -02 & Benteler number-03, no whitewashing marks are observed on the glass post washing. 2) Reduction of RO water consumption by 50%. 3) Reduction in machine downtime-(20 min/day) |

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

Risk Assessment at the organizational level is carried out and the mitigation plan is also prepared for the risk related to the business.

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

The Company intends to undertake assessment of environmental impact in the coming years.

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

The Company intends to do this in coming years.

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 : Eight (8)
- b. List the top 10 trade and industry chambers / associations (determined based on the total members of such a 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 | CAPEXIL | National |
| 2 | Federation of Gujarat Industries | State |
| 3 | All India Glass Manufacturers' Federation | National |
| 4 | Bombay Chamber of Commerce and Industry | State |
| 5 | Solar Ancillary Manufacturer's Association (SAMA) | National |
| 6 | The Associated Chambers of Commerce and Industry of India | National |
| 7 | Confederation of Indian Industry (CII) | National |
| 8 | Indian Solar Manufacturers Association (ISMA) | National |

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

| Name of authority | Brief of the case | Corrective action taken |
|--|-------------------|-------------------------|
| There has been no case against us related 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 |
|--------|--|--|--|---|---|
| 1 | Advocated for the imposition of an Anti-dumping duty on imports of textured/ tempered glass from China | Petition to Directorate General of Trade Remedies, Department of Commerce, Ministry of Commerce and Industry | Yes | Quarterly | https://www.dgtr.gov.in/sites/default/files/TTG%20NCV.pdf |

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 FY 2022-23

| 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 |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
|-----------------------------------|----------------------|----------------------|---|--|-------------------|

The impact assessment provisions under Section 135 (Corporate Social Responsibility) of the Companies Act, 2013 were not applicable to the Company for the FY 2022-23.

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

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

Not applicable

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

We have a “Stakeholder Engagement and Grievance Redressal Policy” under which a mechanism to receive complaints from local communities and points of contacts (PoCs) have been outlined. The said policy is available on the Company’s website at <https://www.borosilrenewables.com/Links/Investor/Policies/Stakeholder%20Engagement%20and%20Grievance%20Redressal%20Policy.pdf>

The Company, through its engagement team, engages with the local community to understand the needs of the community and to capture any grievances. We ensure that the community is engaged and updated on the programs which we launch under CSR initiatives.

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

| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|--|---|
| Directly sourced from MSMEs/ small producers | 30.02% | 24.84% |
| Sourced directly from within the district and neighbouring districts | 4.99% | 17.27% |

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):

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not applicable | |

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

| S. No. | State | Aspirational District | Amount spent (In INR) |
|----------------|-------|-----------------------|-----------------------|
| Not applicable | | | |

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)
b) From which marginalized / vulnerable groups do you procure?
c) What percentage of total procurement (by value) does it constitute?

The Company generally gives preference to local vendors for procurement of raw materials, which helps in boosting the local economy. The Company has also set up a local procurement supply chain which ensures that raw materials are coming from local sources, and the Company also promotes Indian manufacturers over imports. The Company upholds its obligation towards the people and society in and around area in which it operates. MSMEs and small vendors, including local suppliers are always prioritized. They are given preference in all procurement decisions of the Company. Local sourcing is a priority for us in the whole value chain. Further, a significant percentage of workers and employees from local communities are employed at our plant as a mandate. We have a Sustainable Supply Chain policy, which encourages sustainability among the Company's suppliers and business partners.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes/No) | Basis of calculating benefit share |
|--------|--|--------------------------|-------------------------|------------------------------------|
| Nil | | | | |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Not applicable | | |

6. 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 | Horticulture - Plantation of fruit trees and related activities in Burhanpur district of Madhya Pradesh (Implemented through Global Vikas Trust) | 201 farmers benefitted | 100% |
| 2 | Water Conservation and Harvesting related activities in Kachchh region of Gujarat (Implemented through Global Vikas Trust) | 17 villages benefitted | The project has long term benefits to diverse populations, including vulnerable and marginalized groups. |
| 3 | 'One Teacher School' called as 'Ekal Vidyalaya', situated at Phulbani, Odisha (Implemented through Friends of Tribal Society) | 113 villages and 2101 students are benefitted | The project has long-term benefits for diverse populations, including vulnerable and marginalized groups. |
| 4 | Hospital expansion project, Jhagadia, Gujarat (Implemented through Sewa Rural Trust) | Since two buildings are under construction, the actual number of beneficiaries will be determined at a later stage. | Since two buildings are under construction, the % of actual beneficiaries will be determined at a later stage |
| 5 | 'My Livable Bharuch' aimed at cleaning all targeted roads on a daily basis in the city of Bharuch, promoting practices of better sanitation (Implemented through Bharuch Citizen Council) | Nearby communities in Bharuch are benefitted. | The project has long-term benefits to diverse populations, including vulnerable and marginalized groups. Hence, determination of % for actual beneficiaries is not feasible. |
| 6 | Rainwater Harvesting System at Kolwan village, Mulshi Taluka, Pune, Maharashtra (Implemented through Central Chinmaya Mission Trust) | 10,000 | 35% |

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

We regularly conduct customer satisfaction surveys to obtain feedback from customers. The survey helps us understand the feedback of the customers on various products and quality parameters that we have identified. The results of the surveys are analyzed and discussed in detail internally and are then taken forward for implementation of feedback. There is also a mechanism available for registering and resolving customer complaints. Timely resolution of complaints and corrective/preventive action are important aspects of the process. Customer complaints are also holistically studied, and data trends are analyzed on a regular basis.

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%* |

*The steel pallets used for packaging solar glass are equipped with return information and a gate pass, allowing them to be efficiently returned to the Company for reuse/recycling purpose.

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 | 0 | 0 | - | 0 | 0 | - |
| Advertising | 0 | 0 | - | 0 | 0 | - |
| Cyber-security | 0 | 0 | - | 0 | 0 | - |
| Delivery of essential services | 0 | 0 | - | 0 | 0 | - |
| Restrictive Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Unfair Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Other | 104 | 0 | - | 130 | 0 | - |

4. Details of instances of product recalls on accounts of safety issues

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

The Company has a well-designed Cybersecurity Framework to address risks related to cyber security and data privacy. The Company also has a Data Privacy policy, which intends to protect the information of the Company and its stakeholders. It encourages establishment of cybersecurity processes to minimize cyber security risks. It lays down Information Security and Data Privacy Principles which broadly covers framework for protecting Company from cyber threats, establishment of back up management system, controls for business continuity and disaster recovery. The Policy mandates Company to conduct awareness programs on Information Security and Data Privacy with regular trainings and encourages employees to report any suspicious activity. The said policy could be accessed at: <https://www.borosilrenewables.com/Links/Investor/Policies/Data%20Privacy%20Policy.pdf>

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

Not Applicable, No complaints were received as per the cyber security and data privacy.

LEADERSHIP INDICATOR

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

The information is available on the company's website – www.borosilrenewables.com

We also have social media handles from where information on our products can be accessed.

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

We have shared the product manuals with our customers that have all relevant details including handling/storage/ usage instructions. Our teams are regularly in touch with the customers to address their queries on the usage of the products.

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

Our sales and key accounts management teams are in regular touch with the customers. If there is any delay / disruption in the supply of the product, it is brought to the customers' notice and the next course of action is mutually discussed.

- 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)**

The Company primarily operate on a B2B basis; thus, such display of increased product information is not applicable. It carries out customer satisfaction surveys on a regular basis. These surveys help us understand the feedback of the customers on various products and quality parameters that we have identified. The results of the surveys are analyzed and discussed in detail internally, following which we determine the way forward to implement the feedback.

- 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