



# **Texmaco Rail & Engineering Ltd.**

**Belgharia Works**

CIN: L29261WB1998PLC087404

1<sup>st</sup> September, 2023

*National Stock Exchange of India Ltd.*  
*Exchange Plaza, C-1, Block G,*  
*Bandra - Kurla Complex*  
*Bandra (E) - Mumbai - 400051*  
**Symbol - TEXRAIL**

*BSE Limited*  
*P. J. Towers,*  
*Dalal Street,*  
*Mumbai - 400001*  
**Scrip Code - 533326**

Dear Sirs,

In continuation to our letter dated 1<sup>st</sup> September, 2023, submitting Annual Report of the Company for the Financial Year 2022-23, in terms of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are now enclosing herewith a copy of Business Responsibility and Sustainability Report ('BRSR'), which also forms part of the Annual Report.

The BRSR is also available on the website [www.texmaco.in](http://www.texmaco.in) of the Company.

Thanking you,

Yours faithfully,  
For **Texmaco Rail & Engineering Limited**

K. K. Rajgaria  
Company Secretary &  
Compliance Officer

## Annexure - G

# Business Responsibility & Sustainability Reporting

### SECTION A: GENERAL DISCLOSURES

#### I. Details

1.	Corporate Identity Number (CIN) of the Listed Entity	L29261WB1998PLC087404
2.	Name of the Listed Entity	Texmaco Rail & Engineering Limited
3.	Year of incorporation	25th June, 1998
4.	Registered office address	Belgharia, Kolkata – 700056
5.	Corporate address	Belgharia, Kolkata – 700056
6.	E-mail	texrail_cs@texmaco.in
7.	Telephone	033 2569 1500
8.	Website	<a href="http://www.texmaco.in">www.texmaco.in</a>
9.	Financial year for which reporting is being done	1st April, 2022 to 31st March, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange Limited
11.	Paid-up Capital	₹ 32,18,69,895/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. K. K. Rajgaria Company Secretary & Compliance Officer Contact No. 033 2569 1500 E-mail: <a href="mailto:texrail_cs@texmaco.in">texrail_cs@texmaco.in</a>
13.	Reporting boundary-Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures made in this report are on a consolidated basis

#### 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.	Heavy Engineering Division	Freight Car and Components, Hydro Mechanical Equipment(HME), Bridge & other Steel Structure(BSD)	57
2.	Steel Foundry Division	Steel Castings	10
3.	Rail EPC Division	Rail Electrification, Rail Track laying, Signaling & Telecommunication etc.	33

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

S.No.	Product / Service	NIC Code	% of total Turnover contribute
1	Freight Car and Components, Hydro Mechanical Equipment (HME), Bridge & other Steel Structure (BSD),	302	57
2	Steel Castings	243	10
3	Rail EPC projects in the area of Rail Electrification, Track laying, Signaling & Telecommunication etc.	439	33

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	6	5	11
International	-	1	1

17. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States & Union territories)	PAN India
International (No. of Countries)	16

b. What is the contribution of exports as a percentage of the total turnover of the entity? **9.4%**

c. A brief on types of customers: **Government, B2B (OEM, Construction etc.)**

### IV. Employees

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

a. **Employees and workers (including differently abled)**

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1077	1023	94.98	54	5.02
2.	Other than Permanent (E)	128	125	97.66	3	2.34
<b>3.</b>	<b>Total Employees (D+E)</b>	<b>1205</b>	<b>1148</b>	<b>95.27</b>	<b>57</b>	<b>4.73</b>
<b>WORKERS</b>						
4.	Permanent(F)	817	814	99.63	3	0.37
5.	Other than Permanent (G)	3639	3629	99.72	10	0.27
<b>6.</b>	<b>Total Workers (F+G)</b>	<b>4456</b>	<b>4443</b>	<b>99.70</b>	<b>13</b>	<b>0.29</b>

b. **Differently abled Employees and workers:**

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent(D)	5	5	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
<b>3.</b>	<b>Total Differently Abled Employees (D+E)</b>	<b>5</b>	<b>5</b>	<b>100</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent(F)	-	-	-	-	-
5.	Other than Permanent (G)	1	1	100	-	-
<b>6.</b>	<b>Total Differently Abled Workers (F+G)</b>	<b>1</b>	<b>1</b>	<b>100</b>	<b>-</b>	<b>-</b>

19. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Female	
		No. (B)	%(B/A)
Board of Directors*	11	1	9
Key Management Personnel#	2	-	-

\*Includes Executive Directors

#Includes CFO and Company Secretary

## 20. Turnover rate of permanent employee and workers

	FY' 23 (Turnover rate)			FY'22 (Turnover rate)			FY'21 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.55%	3.75%	13.87%	23.64%	6.64%	24.04%	13.41%	7.11%	13.28%
Permanent Workers	4.17%	-	4.17%	6.45%	-	6.45%	0.21%	-	0.21%

**V. Holding, Subsidiary and Associate Companies (including Joint Ventures)**

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

S.No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held by listed entity	Does the entity indicated at column A, participated in the Business Responsibility Initiatives of the listed entity? (Yes/no)
1.	Belur Engineering Private Limited	Subsidiary	100	No
2.	TexmacoTranstak Private Limited	Subsidiary	51	No
3.	Texmaco Rail Electrification Limited	Subsidiary	100	No
4.	Panihati Engineering Udyog Private Limited	Subsidiary	100	No
5.	Belgharia Engineering Udyog Private Limited	Subsidiary	100	No
6.	Texmaco Rail Systems Private Limited	Subsidiary	51	No
7.	Texmaco Defence Systems Private Limited	Associate	41	No
8.	Touax Texmaco Railcar Leasing Private Limited	Joint Venture	50	No
9.	Wabtec Texmaco Rail Private Limited	Joint Venture	40	No

**VI. CSR Details**

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: **Yes**  
(ii) Turnover (in ₹): **2243.28 crore (Standalone)**  
(iii) Net Worth (in ₹): **1345.33 crore (Standalone)**

**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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (if yes, then provide web-link for grievance redress policy)	FY' 2022-2023			FY' 2021-2022		
		Number of Complaints filed during the year	Number of Complaints pending resolution at close of the year	Remarks	Number of Complaints filed during the year	Number of Complaints pending resolution at close of the year	Remarks
Communities	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	82	NIL	Nil	15	NIL	The complaints were largely on account of procedural requirements like non receipt of annual report etc. and were not of serious nature
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Relevant policies can be accessed at [www.texmaco.in](http://www.texmaco.in)

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

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

S.No.	Material Issue Required	Indicate whether risk or opportunity (R/O)	Rational 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	Energy efficiency and energy management	Risk	Since the operations are highly energy intensive and resorting to more energy efficient measures including adoption of non-conventional and renewable energy options would help the Company to reduce cost of operations	The Company is looking to deploy renewable energy resources including solar power generation avenues	Negative
2	Government's increased focus on infrastructure development especially rail infrastructure	Opportunity	<p>The Government continues its focus on investments in rail infrastructure, with the objective of reducing logistics cost, in line with the global benchmarks.</p> <p>The Railways Industry will see investments growing. The GOI is also focusing on reducing carbon foot print, which will result in more freight on rails and also increase in urban mobility through metro, light metro etc. The Company foresees positive impact of these initiatives on its operations.</p> <p>Also with the new logistics policy and endeavors of GOI, the Company expects sharp spurt in opportunities and corresponding benefits.</p>	NA	Positive
3	Talent Attraction and Retention	Opportunity	Company that offers a positive work environment by providing work life balance and opportunities for professional growth is more likely to attract top talent in the industry. This can give the company a competitive advantage, as it will have a skilled and motivated workforce that can help drive innovation and growth.	NA	Positive
4	Corporate Governance and Regulatory Compliance	Risk	Corporate governance or regulatory issues can negatively impact the investor confidence, long-term business continuity and value creation.	We have taken various measures to enhance our governance practices and ensuring regulatory compliances.	Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy /policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the policies, if available	View restricted to employees, hence not disseminated on Website of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Policies and procedures are aligned to standards like: ISO 45001 (Occupational Health & Safety Management System), ISO 9001 (Quality Management System), ISO 14001 (Environment Management System) etc. Plants are certified in ISO standards such as ISO 9001, ISO 14001 & ISO 45001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of setting up its goal and targets towards the nine principles of BRSR.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The performance of the Company on Environment, Social and Governance measures are provided in the respective principles of this report.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	ESG is undoubtedly the most crucial performance yardstick for any progressive entity in the 21st century. The Company is mindful of its role and responsibilities in this regard and will strive to factor in ESG considerations into its governance and decision-making processes.  Our endeavor would be to lay down definitive ESG targets with specific timelines for achievement so as to bring about value creation to all our stakeholders through sustained ESG performance.								
8. Details of the highest authority responsible for implementation and oversight of the business responsibility policies.	Board of Directors								
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.	Board of Directors								

10. Details of Review of NGRBCs by the Company.

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee.									Frequency (Annually / Half yearly/ Quarterly / Any other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Policies have been approved by the Board, Board committees, Senior management of the Company to comply with the regulatory requirements. Division and department leaders frequently evaluate our policies or, if necessary, undertake urgent evaluations. During this review, the efficacy of the policies is assessed and any necessary modifications to the policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The company is in compliance with applicable laws and regulations. The Board of Directors reviews the status of compliance of all the applicable laws on a quarterly 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.	P1	P2	P3	P4	P5	P6	P7	P8	P9	The evaluation/assessment of the policies of the Company is done internally both at the management level and the Board level.								

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

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable**

**Essential Indicators**

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics / Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	5 (as part of Board Meetings)	Updates and awareness related to: <ul style="list-style-type: none"> <li>Regulatory requirements</li> <li>Strategy update</li> <li>Industry outlook and changes</li> <li>Business update</li> <li>Code of Conduct</li> </ul> are conducted for the Board of Directors & KMPs.	100

Employees other than BoD and KMPs	19	Training on Safety, IMS, QMS, NDT,Welding,Quality, HSE, Kaizen, PMS, Technical, Leadership, Skill development etc.	72
-----------------------------------	----	--	----

The Company conducts various SOPs and shop-floor training for employees and workers which are not tracked currently.

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

#### 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					
Settlement			NIL		
Compounding fee					

#### Non-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)
Imprisonment					
Punishment			NIL		

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 or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

**Yes**, the Company has 'Zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its code of conduct. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons for ensuring compliance with applicable anti-bribery laws, rules and regulations. The existing policy like Code of Conduct (including Whistle Blower Policy), rules and regulations adopted by the Company are in conformity with the legal and statutory framework on anti- bribery and anti-corruption legislation prevalent in India.This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees and such other person acting on behalf of the Company. The Policy reflects the Commitment of the Company and its maintaining highest ethical standards while undertaking open and fair business practices and culture, and implementing and enforcing systems to detect, counter and prevent bribery and other corrupt business practices.

The Company also communicates, creates awareness, and disseminates its Policies to all its employees through various modes, apart from the awareness sessions conducted by the units heads at each plant/unit level.

Relevant policies are available at [www.texmaco.in](http://www.texmaco.in)

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



**There has been no cases involving disciplinary action taken by any law enforcement agency on the changes of bribery/corruption against directors / KMPs/ employees / workers that have been brought to the Company's attention.**

	<b>FY' 2022-2023 (Current Financial Year)</b>	<b>FY' 2021-2022 (Previous Financial Year)</b>
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	<b>FY' 2022-2023</b>		<b>FY' 2021-2022</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of conflict of interest of the KMPs	Nil	N.A.	Nil	N.A.

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:

<b>Total number of awareness programmes held</b>	<b>Topics / principles covered under the training</b>	<b>% age of value chain partners covered (by value of business done with such partners) under the awareness programmes</b>
NIL		

2. Does the entity have processes in place to avoid / manage conflict of interest involving members of the Board? (Yes/ No) if yes provide details of the same.

**Yes**, the Company has a Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company has processes on management of conflict of interests involving members of the Board which would take place during the course of normal business activities. The Company receives an annual declaration from its Board of Directors and Senior Management Personnel on the entities they are interested in, and ensures approvals as required under the applicable laws are taken prior to entering into transactions with each entities, if any, and are entered in normal course of business and on arm's length basis.

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

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

	<b>FY' 2022-2023</b>	<b>FY' 2021-2022</b>	<b>Details of improvements in environmental and social impacts</b>
R & D	-	-	The Company ensures to put process in place to track the R&D related expenses and Capex investment in specific technologies, as and when required.
Capex	-	-	

2. a. Does the entity have procedures in place for sustainable sourcing?

**Yes**, the Company has a procedure for sustainable sourcing where all the new and existing supply chain partners are mandatorily evaluated on environment, health & safety and sustainability parameters before on boarding. The Company has all the quality and inspection system in place to ensure that all goods and services provided by the Company are safe and sustainable throughout their life cycle. The Company places a high premium on techno commercial aspects and the Company's procedures with regard to finalizing vendors emphasizes on safe working practices, technical certifications etc. The selection procedure of the Company's transport vendors (Trucks and Containers) involves scrutiny at various levels like age of vehicle / container fleet, well laid out systems of mandatory inspections, and safe driving procedures. Raw materials, components, stores and packing materials are generally procured from vendors close to the manufacturing units, wherever feasible.

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

The Company procure items as per Customer Specification and prefer Vendors close to units/place of performance, wherever feasible.

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

The Company does not have any specific product to reclaim at the end of life. It is the Company endeavor to continually look for ways to reduce and recycle waste. Adequate practices are adopted in order to mitigate the impact of other waste generations and these wastes are disposed off in due compliance with the local rules and regulations.

In terms of disposal of E-Waste, the Company did a joint survey in its all works with a renowned PRO i.e. Hulladek Recycling Pvt. Ltd. On the basis of this survey, the Company have identified all type of E-Waste generated throughout the process. Now, the Company is in the process to develop the E-Waste disposal procedure as per E- Waste Management Rule 2022 so that all type of identified E-Waste can be routed through this system, and the Company can dispose it with the authorized recycler / PRO i.e. Hulladek.

In terms of Hazardous Waste Management, the Company have authorization of Hazardous Waste and according to this, have identified all types of hazardous waste generated throughout the process. This Hazardous Waste is supposed to be disposed through PCB authorized common treatment storage and disposal facility (WBWML). For the same, after all necessary documentation the Company is in the position to dispose of identified hazardous waste.

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

The Company has created a strict system and have continue screening programs for raw material introduction for new project and in various stages, check the accountabilities responsible for sustainability. The Company focuses on minimizing and eliminating restricted raw materials from the products produced. The Company aims in making safer place for workers as well as environment making World a better and beautiful place to thrive.

**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? **None**

NIC Code Service	Name of Product /	% 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.
NA					

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.

The company believes that as a responsible organization its products should conform to the highest level of safety and sustainability standards. The company believes that long time sustainable growth hinges on aligning with the need of the society and therefore, it focuses on designing its products in a manner which caters to social responsibility of creating safe and environment friendly products. While taking cognizance of the environmental risks and concerns is a part of the company's endeavor towards responsible product stewardship. The company has all the quality and inspection systems in place to ensure that all goods and services provided by the company are safe sustainable throughout their life cycle.

Name of product / Service	Description of the risk / concern	Action Taken
NIL		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). **N.A.**
4. Of the products and packaging reclaimed at end-of-life products, amount (in metric tonnes) recycled, and safely disposed, as per the following format:

Raw materials, components, stores and packing materials are generally procured from vendors close to the site/manufacturing units. The company has Zero tolerance policy on safety compromise. In addition, with an endeavor to boost the “Make in India” initiative, the company ensures that, which again helps in the growth of the local vendors and society and further contributes to the country's GDP. Local resourcing reduces costs, and provides local employment benefits. It is also ensured that to the extent possible, the Transporter dwells into the integrities of minimizing environmental pollution caused by its vehicles. The company also places high credence to sustainability and safety in its supply chain management.

	FY' 2022-2023			FY'2021-2022		
	Re-used	Recycled	Safely Disposed	Re- used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	718 kgs	Nil	Nil	747 kgs
E-waste	Nil	Nil	83 kgs	Nil	Nil	253 kgs
Hazardous waste ( Lub Oil, Paint Filter & Drum, Cotton Waste)	Nil	Nil	Nil, 93 pcs, 114 kgs	Nil	Nil	280 Ltrs, 206 pcs, 74 kgs
Other waste (Non Ferrous)	Nil	Nil	93 kgs	Nil	Nil	107 kgs

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.  
Adequate practices are adopted in order to mitigate the impact of other waste generations and these wastes are disposed of in due compliance with the applicable rules and regulations in general and specifically in tandem with local requirements, if any.

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

**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.**

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/ A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	<b>Permanent &amp; Other than Permanent employees</b>										
Male	1148	573	49.9	1148	100	-	-	-	-	1148	100
Female	57	16	28.1	57	100	57	100	-	-	57	100
<b>Total</b>	<b>1205</b>	<b>589</b>	<b>51.8</b>	<b>1205</b>	<b>100</b>	<b>57</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>1205</b>	<b>100</b>

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

Category	% of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	<b>Permanent Workers</b>										
Male	814	814	100	814	100	-	-	-	-	814	100
Female	3	3	100	3	100	3	100	-	-	3	100
<b>Total</b>	<b>817</b>	<b>817</b>	<b>100</b>	<b>817</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>817</b>	<b>100</b>
	<b>Other than Permanent Workers</b>										
Male	3629	3629	100	3629	100	-	-	-	-	3629	100
Female	10	10	100	10	100	10	100	-	-	10	100
<b>Total</b>	<b>3639</b>	<b>3639</b>	<b>100</b>	<b>3639</b>	<b>100</b>	<b>10</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>3639</b>	<b>100</b>

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

Benefits	FY 2022-2023			FY 2021-2022		
	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 employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI*	39.47	100	Y	39.67	100	Y
Others- please specify	Apart from above, the Company also provides leave encashment and super annuation benefits					

\* It includes only those employees and workers who are eligible for ESI.

## 3. Accessibility of workplaces

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

**Yes**, most of the office buildings and operation locations are accessible to differently abled employees and workers, as per requirements of the Rights of persons with Disabilities Act, 2016.

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

The Company is committed to provide equal employment opportunities without any discrimination on the grounds of age, colour, origin, nationality, disability, religion, race, caste, gender, sex etc. The Company believes that diversity at workplace is an instrument for economic growth, sustainable competitive advantage and societal progress.

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

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

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

	<b>Yes/No (If yes, then give details of the mechanism in brief)</b>
Permanent Workers	We conduct periodic welfare meeting, safety committee meeting, for effective grievance redressal and ensuring a healthy workplace environment. Unit meetings are periodically held for both contractual and non-contractual workers and employees to discuss any concerns or grievances.  We have a robust 'Whistle Blower Policy' in place which acts as a mechanism for employees, workers and senior management to approach the Compliance Officer or the Chairman of the Audit Committee in situations of misconduct or breach of code of conduct and any other grievances which hamper the functioning of the organization. This policy ensures responsible whistle blowing through efficient redressal and disciplinary action.  We strive to ensure transparency and effective redressal through open communication and access for all employees and workers to voice their concerns to the senior management.  Besides the above we also have a Prevention of Sexual Harassment (POSH) Policy to ensure a safe and secure working environment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY ' 2022-2023			FY' 2021-2022		
	Total employees / workers in respective	No. of employees / category (A) workers in respective category, who are part of association(s)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of or Union (B) association(s) or Union (D)	% (D / C)
Total Permanent Employees	1205	-	-	1250	-	-
- Male	1148	-	-	1210	-	-
- Female	57	-	-	40	-	-
Total Permanent workers	817	612	74.91	942	737	78.24
- Male	814	609	74.82	939	734	78.17
- Female	3	3	100.00	3	3	100.00

8. Details of training given to employees and workers:

Category	FY' 2022-2023					FY 2021-2022				
	Total (A)	On Health and safety Measures		On Skill upgradation		Total (D)	On Health and safety		On Skill upgradation measures	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	1148	580	50.5	580	50.5	1210	610	50.4	610	50.4
Female	57	26	45.6	26	45.6	40	15	37.5	15	37.5
Total	1205	606	50.3	606	50.3	1250	625	50.0	625	50.0
<b>Workers</b>										
Male	814	367	45	367	45	939	270	29	270	29
Female	3	-	-	-	-	3	-	-	-	-
Total	817	367	45	367	45	942	270	29	270	29

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

Category	FY'2022-2023			FY' 2021-2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1148	1148	100	1210	1210	100
Female	57	57	100	40	40	100
<b>Total</b>	<b>1205</b>	<b>1205</b>	<b>100</b>	<b>1250</b>	<b>1250</b>	<b>100</b>
<b>Workers</b>						
Male	N.A.					
Female						
<b>Total</b>						

## 10. Health and safety management system:

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

**Yes**, occupational health and safety management system has been implemented by the entity. It covers the entire operations, project sites, manufacturing units, industrial production facilities and offices. The Company's health and safety management system are based on ISO 45001, the International standard for Occupational Health and Safety.

- 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 in place systematic risk management process to identify and control all the hazards in manufacturing units, project sites etc. The Company's risk management process is applied through five steps (Identification, Assessment, Mitigation, Monitoring and Reporting) and all the Construction Engineers, design and planning engineers, production in charges are involved in risk assessments and the risk management process, All the identified risks and risk mitigation plans are required to be documented, approved and communicated to all relevant parts involved in the activity.

As mentioned above, the Company is having certification of ISO 45001 for Occupational Health & Safety. According to this standard, the Company is implementing complete Occupational Health and Safety Management System. And for identification of work-related hazards and risk assessment the Company is using Hazard Identification & Risk Assessment tool. In this tool user are mapping entire work process and along with associated hazard and probable risk and as per risk matrix chart calculate the severity of risk. On the basis of severity of risk corrective and preventive action defined which is followed by Operational control procedure and if required Job Hazard Analysis (JHA)/ Job Safety Analysis (JSA) has been done in high risk zone.

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

**Yes**, the Company has processes for workers to report work related hazards and to remove themselves from such risks. There are processes and mechanism whereby employees and workmen raise their safety related concerns both directly and anonymously, and the Company is inclined to take action on the same, if required.

As per ISO 45001 standard there is a provision of consultation & participation of the workmen. The Company conducts safety committee meeting on quarterly basis where workers are equally participating and raising their concern, if any. Apart from this there is a provision of safety suggestion which is routed through line in-charge where any worker can give their suggestion and it is taken care by their line in-charge including group of workers to resolve the issue, if any.

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

**Yes**, medical centres and first aid facilities are available for both employees and workers. Moreover, employees & workers also have access to various benefits provided under ESI & EDLI coverage, as applicable.

We are running health care services through Arogyam drive. In this service we provide concessional/free medical consultations for Allopathy & Homeopathy both for workers and their families also.

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

Safety Incident/Number	Category	FY' 2022-2023	FY' 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	4.97	2.23
Total recordable work-related injuries	Employees	-	-
	Workers	62	20
No. of fatalities	Employees	-	-
	Workers	1	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	10

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

The Company's plants, facilities and manufacturing equipment are designed based on careful consideration of statutory and non statutory requirements, for healthy and safety workplace, applicable Indian and International Standards. One of the key focus areas remains safety of employees and minimize the manual interfaces with machines. The health and safety management systems is based on ISO 45001, the International Standard for Occupational Health and safety. The Company has a systematic processes for identification of work- related hazards.

The Company is having defined framework for implementing health and safety at workplace. i.e. Safety Training Management, Risk Assessment System, Emergency Preparedness Plan, Permit to Work system, Safety Performance Monitoring System, Accident/Incident Management System, Fire Safety Management System, PPEs Management System, Occupational Health Centre Management System, Employee Health Management System and Statutory and Legal Compliance.

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

	FY' 2022-2023			FY' 2021-2022		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	50
Working Conditions	50

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.

Internal review are conducted on a periodic basis. Corrective and preventive measures are taken based on the findings. Detailed investigations are carried out for all accidents to identify the root causes and to understand the measures required to prevent recurrence. Accidents, if any, and investigation findings with corrective and preventive measures are disseminated across the organisations to make all the employees and workers alert and stay safe.

## Leadership Indicators

- 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).

The Company covers employees & workers under ESI & PF as per requirement of applicable Statute.

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

The Company is committed to ensure that all its vendors/ contractors comply with applicable laws and regulations regarding the deduction and deposit of statutory dues. It takes its legal and ethical obligations seriously and expects its vendors/ contractors to adhere to the same. Before processing invoice payments to contract labour supply agencies, we ensure that the agencies comply with their statutory compliance obligations, such as timely remitting payments for Provident Fund, ESI/ Workman Compensation Insurance, Professional Tax and Labour Welfare Fund, if applicable. To facilitate compliance, the Company withholds the agency's invoice payment partly until they have paid the relevant statutory compliance dues in accordance with the appropriate regulations. This procedure ensures that vendors/ contractors meet their legal requirements before receiving their payments, demonstrating our commitment of ensuring fulfilment of statutory payment requirements

- 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'2022-2023	FY' 2021-2022)	FY'2022-2023	FY' 2021-2022
Employees	Nil	Nil	Nil	Nil
Workers	1	10	Nil*	10

\*There were no surviving member in the family

- 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 continually invests in human capital development which includes building skills and capabilities that are contemporary while providing employees with a diversity of experiences. A noteworthy initiative of the Company can be marked in the creation of a 'Centre of Excellence' in collaboration with the premier University- BITS, Pilani, to promote academic study and research for industry-centric knowledge and skill up-gradation. These enhance the employability of the workforce and enable a smooth transition to alternate opportunities where sought. The Company provides the pension benefits for those members of staff who qualify. Workers are provided pension benefits covered under the relevant statute.

- 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	Nil, we co-ordinate with our value chain partners for compliance to applicable health & safety practices & working condition.
Working Conditions	

- 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's guidelines are shared with the value chain partners.



**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 believes in establishing a strong relationship with its stakeholders based on trust and delivery and hence fulfils its responsibility towards the stakeholders by giving greater emphasis on building long term relationships with them. The Company understands that the stakeholders are one amongst various key drivers of business viability and long term profitability.

The Company has mapped its major stakeholders through a structured approach which includes Government and regulatory authorities, Employees, Customers, Local Communities, Investors & Shareholders, Suppliers, Trade Unions and NGOs, wherever required.

The Company considers Stakeholders as an important and integral part of the Company and acknowledges its duty towards them, as they provide practical and financial and much needed support in other spheres to the business. Internal and external stakeholder engagement and partnership is essential to the Company's growth and the Company recognises same well.

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

<b>Stakeholder Group</b>	<b>Whether Identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication</b> (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Investors	No	General meetings, investor calls etc.,	Event based	Transparency, disclosure
Local community	No	One to one meetings, various public hearings	Regular	Addressing concerns, seeking co-operation, taking care of health and safety issues
Suppliers	No	Email, meetings	On need basis	Mutual engagement, address concerns, exchange of ideas
Customers	No	Email, meetings, conferences	On need basis	Resolution of grievances, product promotion, exchange of ideas, interactive engagement
Industry Association	No	Conferences, Emails	Event based	Transparency, collective representation
Regulators	No	Letters, emails, conferences	Event based	Transparency, Disclosure, compliance, Constructive engagement
Employees	No	Annual meets, regular unit level interactions, annual appraisal, celebration of events	As and when required	Empathy, trainings, caring, addressing concerns, to encourage increased participation

### 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 Board engages with the stakeholders through executives looking after the respective functions. The EDs and the senior management team of the Company regularly update the Board and various Board Committees on relevant issues. These updates are provided during the Board meetings and the Committee meetings.

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

**Yes**, stakeholder groups, especially the workmen and employees are consulted for identification of environmental and social issues. The Company conducts its operations keeping in mind the concerns of the communities around its plant operations based on the inputs and feedback received from community representatives and employees.

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

Various CSR activities undertaken by the company is testimony to its commitment to addressing the concerns of vulnerable stakeholder groups. The Company used to indulge in CSR activities even prior to introduction of CSR related provisions on mandatory basis.

### 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'2022-2023			FY'2021-2022		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1148	580	50.5	1210	610	50.4
Other than permanent	57	26	45.6	40	15	37.5
<b>Total Employees</b>	<b>1205</b>	<b>606</b>	<b>50.3</b>	<b>1250</b>	<b>625</b>	<b>50.0</b>
<b>Workers</b>						
Permanent	814	367	45	939	270	29
Other than permanent	3	-	-	3	-	-
<b>Total Workers</b>	<b>817</b>	<b>367</b>	<b>45</b>	<b>942</b>	<b>270</b>	<b>29</b>

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

Category	FY'2022-2023					FY'2021-2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent &amp; Other than Permanent</b>										
Male	1148	-	-	1148	100	1210	-	-	1210	100
Female	57	-	-	57	100	40	-	-	40	100
<b>Workers</b>										
<b>Permanent</b>										
Male	814	-	-	814	100	939	-	-	939	100
Female	3	-	-	3	100	3	-	-	3	100
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	All employees and contractors have been paid more than or equal to minimum wages in accordance with the laws where the Company operates.									
Female										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	11	8,15,000	1	5,15,000
Key Managerial Personnel	1	44,17,594	-	-
Employees other than BoD and KMP	1,143	3,44,700	57	2,21,735
Workers	814	2,33,772	3	2,18,825

## 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)

**No.** The Company does not have a single focal point for addressing the human rights issues. However, the respective HR head is responsible for addressing the same. Any person who has any concerns relating to Human Rights can raise the concerns as per the detailed mechanism provided in the Whistle Blower Policy of the Company without fear of being retaliated or discriminated.

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

The Company believes in diversity and inclusiveness that respects and promotes human rights. The Company has in place, a code of conduct policy to safeguard the rights of its employees, vendors and service providers across its businesses, which abides by the laws of country. The policies of the Company are in line with national standards and relevant international standards for its operation and business pursuits, taking into account the human rights of not only employees but also people likely to be affected by the operations of the Company. The internal policies of Company on code of conduct and CSR recognizes the key aspect of human rights which lays down the acceptable behaviour of the employees and provides for stringent disciplinary actions in case of violations of these policies.

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

	FY'2022-2023			FY'2021-2022		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or non-compliance which may have a detrimental effect on the organisation. The Company is committed to a workplace free of harassment, including sexual harassment at workplace, and has zero tolerance for unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Internal Complaints Committee have been constituted to enquire into complaints of sexual harassment and to recommend appropriate action, wherever required.

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

**Yes.** All the business agreement and contracts which are entered/to be entered into by the Company with any party include relevant clauses on the affirmation of applicable regulatory requirements which include human rights as well.

## 9. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100% Internal assessment
Forced/involuntary labour	100% Internal assessment
Sexual harassment	100% Internal assessment
Discrimination at workplace	100% Internal assessment
Wages	100% Internal assessment
Others – human rights related issues	100% Internal assessment

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

The Company has not assessed any risks whether internally or as an outcome of external intervention. Currently, there are adequate systems in place to address the concerns that may arise, though unlikely, in future.

#### Leadership Indicators

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

**Not Applicable**, as there were no Human Rights related complaints during FY 2022-23.

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or non-compliance may have a detrimental effect on the organisation. The Company is committed to a

workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct.

- 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 is committed to ensure that its premises and offices are accessible to everyone including visitors as per the requirement of Rights of Person with Disabilities Act, 2016. Wherever required, temporary or permanent ergonomic changes are made to ensure differently abled visitors do not face any challenge while accessing the Company's premises

- Details on assessment of value chain partners: No assessment has been done by the Company for value chain partners. Currently the disclosures and information given by the value chain partners are relied upon.

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

- 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**

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

<b>Parameter</b>	<b>FY'2022-2023</b>	<b>FY'2021-2022</b>
Total electricity consumption (approx.) (A)	217223.88 GJ	162678.24 GJ
Total fuel consumption (approx.) (B)	64919.17 GJ	53382.45 GJ
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	282143.05 GJ	216060.69 GJ
Energy intensity per rupee of turnover <i>(Total energy consumption/ turnover in rupees)</i>	1.09 GJ per lakh	1.19 GJ per lakh
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate, if any, independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

- 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. **None**

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

Parameter	FY'2022-2023	FY'2021-2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	17160 KL	15912 KL
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	17160 KL	15912 KL
<b>Total volume of water consumption (in kilolitres)</b>	17160 KL	15912 KL
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.07 KL per lakh	0.09 KL per lakh
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate, if any, independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. **Not yet**

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

**Not Available.** The Company is in the process of calculating air emissions, which is a regular affair as it has various manufacturing and performance locations and as perceived to be a regular affair.

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. **None**

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

**Not Available.** The Company is in the process of calculating the Scope 1 and Scope 2 GHG emissions.

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. **None**

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. **None**

The Company has installed 50 KW solar panels thereby directly reducing scope 2 emissions.

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

Parameter	FY'2022-2023	FY'2021-2022
<b>Total Waste generated</b>		
Plastic waste (A)	718 kgs	747 kgs
E-waste (B)	83 kgs	253 kgs
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	Paint filter – 93 pcs Cotton waste - 114 kgs	Lub oil 280Ltr. Paint filter – 206 pcs Cotton waste - 74 kgs

Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Non-ferrous – 93 kgs	Non-ferrous – 107 kgs
Total (A+B + C + D + E + F + G + H)	1008 kgs + 93 pcs	1181 kgs + 206 pcs + 280 ltr
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations		-
Total *	1008 kgs + 93 pcs	1181 kgs + 206 pcs + 280 ltr

\*Through authorized agencies of West Bengal Pollution Control Board

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. **None**

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.

It is the Company's endeavour to continually look for ways to reduce waste. The Company is disposing wastes through authorized agencies of West Bengal Pollution Control Board.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: **None**

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

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, and Environment Protection Act and Rules there under (Y/N). If not, provide details of all such non-compliances, in the following format: **Yes**

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
			NA	

### Leadership Indicators

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

Parameter	FY'2022-2023	FY'2021-2022
<b>From renewable sources</b>		
Total electricity consumption (A)	188.44 GJ	170.49 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	188.44 GJ	170.49 GJ
<b>From non-renewable sources</b>		
Total electricity consumption (D)	217035.44 GJ	162507.75 GJ
Total fuel consumption (E)	64919.17 GJ	53382.45 GJ
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	281954.61 GJ	215890.20 GJ

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. **None**

2. Provide the following details related to water discharged:

No treatment	The Company is in the process of calculating and recording water discharge.
With treatment – please specify level of treatment	
<b>Total water discharged (in kilolitres)</b>	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **None**

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

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. **None**



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

Parameter	Unit	FY'2022-2023	FY'2021-2022
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The Company has not calculated the Scope 3 emissions. It is in the process of collecting the relevant information and it is expected that from the next disclosure onwards details regarding scope 3 emissions should be available.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity.			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **None**

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Nil	N.A.	N.A.

- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. **The policy is under formulation.**
- 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 assessment is under process.**
- Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. **The assessment is under process.**

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

- Number of affiliations with trade and industry chambers/ associations.
  - List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries	National
2	Indian Institute of Foundry men	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
No adverse order was received by the Company from regulatory authorities during the financial 2022-2023. Hence, no corrective action was required to be taken.		

### 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
NIL					

The Company strives to drive a positive change in the industry through public advocacy by actively participating and collaborating with apex industrial institutions and professional bodies that are engaged in influencing sections of legislation or industrial policies. The Company's collaboration with industrial / commercial associations and academia demonstrates its approach towards addressing sustainability challenges faced by the society. The Company has its deliberations in several business & industrial associations at the national and international levels to put forth the larger interests of the Industry. The Company ensures that these platforms are effectively utilized with an intention of mutual learning and contribution in development of processes and to address key issues which effect the industry.

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

#### Essential Indicators

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

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

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: **None**, since nature of business operation of the Company does not require any such steps to be undertaken.

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 PAFs in the FY (In INR)	Amounts paid to
NIL						

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

Grievance Redressal Mechanism is an important aspect of assuring the Company's strong relation with the community as it provides social license to operate and execute the community initiatives projects. As part of the Company's grievance Redressal mechanism, the Company proactively meets the community representatives and marginal stakeholders. The Company have deployed local employees who regularly visit the community and interact with people to gauge and address community concerns. If any issue, which stands unresolved or needs management intervention, stands escalated to the respective business heads and resolved accordingly.

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

	FY'2022-2023	FY'2021-2022
Directly sourced from MSMEs/ small producers	The Company is in the process of setting up system to collate data.	
Sourced directly from within the district and neighboring districts		

**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
None	N.A.

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)
-	-	-	-

- 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) **Yes**
- (b) From which marginalized /vulnerable groups do you procure? **MSMEs, local vendors, etc.**
- (c) What percentage of total procurement (by value) does it constitute? **Not Available**

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
1	Trademarks	Nil		
2	Patents			

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. **None**

Name of authority	Brief of the Case	Corrective action taken
N.A.		

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.	Health	348	55% (approx.)
2.	Education	748	75% (approx.)

### PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

#### Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company treats customer complaints with utmost importance and believe that it needs to be agile, transparent and solution-oriented to resolve them efficiently and satisfactorily. There's an effective complaint handling procedure that facilitates prompt logging, investigation, resolution and closure. It is ensured that all the complaints are closed to the fullest customer satisfaction. The Company grants right to information to its customers. It is ensured that product information provides adequate information relating to safety, operation and maintenance of the products created/services provided to its customers.

To understand customers better, the Company follows several modes of engagement such as customer's surveys, direct feedback, visits by manager's/ plant personnel and production facilities visit organised for customers. The Company also conducts one-to-one meetings with customers in order to enable efficient communication and Redressal of customer's grievances, if any.

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	Not Applicable as the Company does not have specific consumer product or product range.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY'2022-2023		Remarks	FY'2021-2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	N.A.	Nil	Nil	N.A.
Advertising	Nil	Nil	N.A.	Nil	Nil	N.A.
Cyber-security	Nil	Nil	N.A.	Nil	Nil	N.A.
Delivery of essential services	Nil	Nil	N.A.	Nil	Nil	N.A.
Restrictive Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Unfair Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Other	Nil	Nil	N.A.	Nil	Nil	N.A.

The Company has not received any consumer complaints with respect to above parameters during the financial year 2022-2023 and 2021-2022.

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

	Number	Reasons for recall
Voluntary recalls	Nil	N.A.
Forced recalls	Nil	N.A.

There have been no instances of product recall (voluntary or forced) on account of safety issues during the financial year 2022-2023.

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

**Yes**, the Company has a policy on cyber security and risk related to data privacy, which is available on the Company's website at [www.texmaco.in](http://www.texmaco.in).

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. **None**

**Leadership Indicators**

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

The information relating to work and businesses are available on the Company's website at [www.texmaco.in](http://www.texmaco.in).

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

All Businesses of the Company comply with the regulations and relevant voluntary codes concerning marketing communications, advertisements, etc. The Company's communications are aimed at enabling consumers to make informed purchase decisions. It is ensured that product information provides adequate information relating to safety, operation and maintenance of the products to the consumers. The Company also makes efforts to educate consumers on responsible usage of its products and services.

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

The Company has a robust mechanism to ensure that consumers are informed of any potential risks of disruption or discontinuation of its essential services. There has been no instance of discontinuation or disruption in any of the services during this year. However, we will ensure that the consumers/dealers are informed about potential discontinuation/disruption well in advance through various channels which shall include press release, stock exchange intimation and utilising all other channel of communication.

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).

Customer satisfaction is the Company's goal, driving it to ensure its products deliver information that continually meet customer requirements. To understand customers better, the Company follows several modes of engagement such as direct feedback, visits by managers / plant personnel and production facilities visit organised for customers. These modes help the Company to understand customer requirements, satisfaction levels and expectations. The Company also conducts one-to-one meetings with customers in order to enable efficient communication and redressal of customers' grievances, if any.

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**