



KEC INTERNATIONAL LTD.
RPG House
463, Dr. Annie Besant Road
Worli, Mumbai 400030, India
+91 22 66670200
kecindia@kecrpg.com
www.kecrpg.com

July 13, 2023

National Stock Exchange of India Limited

Exchange Plaza,
Bandra Kurla Complex,
Bandra (East), Mumbai 400 051

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001

Symbol: KEC

Scrip Code: 532714

Sub: Business Responsibility & Sustainability Report for FY 2022-23

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility & Sustainability Report for FY 2022-23, which also forms part of the Integrated Annual Report 2022-23.

You are requested to take the same on records.

Thanking you,

Yours faithfully,

For KEC International Limited

Amit Kumar Gupta

Company Secretary & Compliance Officer

Encl: As above.

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

| | |
|---|---|
| 1. Corporate Identity Number (CIN) of the Listed Entity | L45200MH2005PLC152061 |
| 2. Name of the Listed Entity | KEC International Limited |
| 3. Year of incorporation | 2005 |
| 4. Registered office address | RPG House 463, Dr. Annie Besant Road, Worli, Mumbai - 400030, India |
| 5. Corporate address | RPG House 463, Dr. Annie Besant Road, Worli, Mumbai - 400030, India |
| 6. E-mail | investorpoint@kecrpg.com |
| 7. Telephone | +91 22 66670200 |
| 8. Website | www.kecrpg.com |
| 9. Financial year for which reporting is being done | April 1, 2022- March 31, 2023 |
| 10. Name of the Stock Exchange(s) where shares are listed | BSE Limited and National Stock Exchange of India Limited |
| 11. Paid-up Capital | ₹ 51.42 Crore |
| 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. Anand Kulkarni Executive Director - Business Operations Telephone number: +91 22 66670200 E-mail id: brsr@kecrpg.com |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) | This report is prepared on a standalone basis. |

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the Entity |
|--------|------------------------------|--|-----------------------------|
| 1 | Construction | Utility projects, Railways | 66.99% |
| 2 | Construction | Building, Industrial facilities and Civil projects | 21.39% |
| 3 | Manufacturing | Electrical equipment | 7.35% |

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

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|--------|---|----------|---------------------------------|
| 1 | Construction/erection and maintenance of power and transmission lines | 42202 | 43.71% |
| 2 | Construction of railways | 42102 | 23.28% |
| 3 | Construction of industrial facilities | 42901 | 4.48% |
| 4 | Construction of buildings carried out on fee or contract basis | 41001 | 2.68% |
| 5 | Other Civil engineering projects | 42909 | 14.23% |
| 6 | Manufacturing of electric wires and cables | 27320 | 7.35% |

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 | 5 | 209 | 214 |
| International | - | 26 | 26 |

17. Markets served by the entity:

a. Number of locations:

| Locations | Number |
|----------------------------------|--------------|
| National (No. of States) | 26 States |
| International (No. of Countries) | 29 Countries |

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

31.48%

c. A brief on types of customers:

The Company is an Engineering, Procurement, and Construction (EPC) major delivering projects in key infrastructure sectors such as Power Transmission & Distribution, Railways, Civil, Urban Infrastructure, Solar, Smart Infrastructure, Oil & Gas Pipelines and Cables. Its major clients include State and Central Government departments, Ministries, local municipal bodies and private sector.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|---------------|---------------|------------|------------|-----------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Employees | | | | | | |
| 1. | Permanent (D) | 5,849 | 5,579 | 95% | 270 | 5% |
| 2. | Other than Permanent (E) | 254 | 203 | 80% | 51 | 20% |
| 3. | Total Employees (D + E) | 6,103 | 5,782 | 95% | 321 | 5% |
| Workers | | | | | | |
| 4. | Permanent (F) | 580 | 580 | 100% | - | - |
| 5. | Other than Permanent (G) | 40,248 | 39,772 | 99% | 476 | 1% |
| 6. | Total Workers (F + G) | 40,828 | 40,352 | 99% | 476 | 1% |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|-----------|-------------|----------|-----------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Differently abled Employees | | | | | | |
| 1. | Permanent (D) | 27 | 26 | 96% | 1 | 4% |
| 2. | Other than Permanent (E) | - | - | - | - | - |
| 3. | Total Differently abled Employees (D + E) | 27 | 26 | 96% | 1 | 4% |
| Differently abled Workers | | | | | | |
| 4. | Permanent (F) | 3 | 3 | 100% | - | - |
| 5. | Other than permanent (G) | - | - | - | - | - |
| 6. | Total Differently abled Workers (F + G) | 3 | 3 | 100% | - | - |

19. Participation/Inclusion/Representation of women:

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|---------|
| | | No. (B) | % (B/A) |
| Board of Directors | 11* | 1 | 9% |
| Key Management Personnel | 3* | - | - |

*Includes MD & CEO

20. Turnover rate for permanent employees and workers:

| | FY 2022-23 | | | FY 2021-22 | | | FY 2020-21 | | |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 18% | 1% | 19% | 12% | 1% | 13% | 10% | 0% | 10% |
| Permanent Workers | 12% | - | 12% | 18% | - | 18% | 8% | - | 8% |

V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. (a) Names of holding/subsidiary/associate companies/joint ventures:

| S. No. | Name of the holding/subsidiary/associate companies/joint ventures (A) | Indicate whether holding/Subsidiary/Associate/Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|---|-----------------------------------|--|
| 1 | Al Sharif Group & KEC Ltd. Co. | Subsidiary | 51.10% | Yes |
| 2 | KEC Spur Infrastructure Private Limited | Subsidiary | 100% | No |
| 3 | KEC Towers LLC | Subsidiary | 100% | No |
| 4 | KEC EPC LLC | Subsidiary | 100% | No |
| 5 | KEC International (Malaysia) SDN. BHD. | Subsidiary | 100% | No |
| 6 | KEC Investment Holdings | Subsidiary | 100% | No |
| 7 | KEC Global Mauritius | Subsidiary | 100% | No |
| 8 | KEC Power India Private Limited | Subsidiary | 100% | No |
| 9 | RPG Transmission Nigeria Limited | Subsidiary | 100% | No |
| 10 | SAE Towers Holdings LLC | Subsidiary | 100% | No |
| 11 | SAE Towers Ltd. | Subsidiary | 100% | No |
| 12 | SAE Towers Brasil Torres de Transmissão Ltda. | Subsidiary | 100% | No |
| 13 | SAE Towers Mexico S de RL de CV. | Subsidiary | 100% | No |
| 14 | SAE Towers Brazil Subsidiary Company LLC | Subsidiary | 100% | No |
| 15 | SAE Towers Mexico Subsidiary Holding Company LLC | Subsidiary | 100% | No |
| 16 | SAE Prestadora de Servicios Mexico, S de RL de CV. | Subsidiary | 100% | No |
| 17 | SAE Towers Construcao Ltda | Subsidiary | 100% | No |
| 18 | KEC Engineering & Construction Services, S. De R.L. De C.V. | Subsidiary | 100% | No |
| 19 | RP Goenka Group of Companies Employees Welfare Association | Associate | 49% | No |

VI. CSR Details

| | | |
|---------|---|------------------|
| 22. (i) | Whether CSR is applicable as per section 135 of Companies Act, 2013 | Yes |
| (ii) | Turnover (in ₹) | 15,413. 23 Crore |
| (iii) | Net worth (in ₹) | 3,808.08 Crore |

VII. Transparency and Disclosures Compliances
23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2022-23 | | | FY 2021-22 | | |
|---|--|--|--|--|--|--|---------|
| | | 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 | The respective policies | 34 | Nil | - | 10 | Nil | - |
| Investors (other than shareholders) | substantiating the principles of BRSR | Nil | Nil | - | - | Nil | - |
| Shareholders | include grievance redressal mechanism. | 18 | Nil | - | 15 | Nil | - |
| Employees and workers | The policies are available at https://www.kecrpg.com/policies | 24 | Nil | - | 3* | Nil | - |
| Customers | | 37 | 3 | - | 51 | Nil | - |
| Value Chain Partners | | Nil | Nil | - | Nil | Nil | - |
| Other (Anonymous e-mails, letters) | | 8 | 7 | The Company is in the process of evaluating the pending complaints and appropriate action is being taken | 4 | Nil | - |

*Data is partially reported, as the Company has strengthened its tracking system in FY 2022-23.

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:

KEC is committed to delivering excellence and outperformance with unwavering focus on embedding sustainable practices towards improving the Environment, Society, Safety and Governance. The Company engaged an external agency to take the inputs based on the questionnaire from Stakeholders (internal and external both) to find out the list of 20 issues that are material to the business. These topics were mapped with industry trends and benchmarked with several national and international peers. Further, various renowned reporting frameworks were taken into consideration to finalize the list of 13 significant material issues. Based on the ESG ratings assessed by reputed agencies, sustainability targets with respect to 9 focus areas were defined.

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|--|---|
| 1 | Human Capital Management | Opportunity | Employees are the most valuable assets of the Company and it recognizes talent as the primary source of its competitive edge. We adopt best practices to ensure healthy employee relations, employee growth and development as well as work satisfaction. We are aiming at being employer of choice and we are working towards achieving the same. | NA | Positive Helps to improve overall efficiency and productivity, thus creating positive financial impact. |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|------------------------------|--|--|---|--|
| 2 | Diversity & Inclusion | Opportunity | We recognize the significant role of a diverse workforce in achieving our organizational goals. Towards achieving its target of diverse workforce, the Company has taken steps like hiring transgenders, representation of female colleagues, international workforce. Diversity committees and separate cell has been established to work on D&I initiatives. | NA | Positive Diversity and inclusion help bring varied perspectives, thus improving decision making. |
| 3 | Occupational Health & Safety | Risk | It is necessary to ensure a safe workplace and continuity of operations across all the verticals. It is a priority for the Company to continuously focus on implementing advanced and customized safety practices to eliminate incidents. | The Company has EHS Policy and ISO 45001:2018 has been implemented for all business verticals. For details, refer to Human Capital section in the Integrated Report. | Negative Safety incidents may lead to reduced employee productivity and affect business deliverables. |
| 4 | Quality & Service Delivery | Risk | Minimising any risk associated with reputation, assurance and timely delivery is of utmost importance to the Company. The Company strives to develop long-lasting relationship with its customers. | The Company has Implemented ISO 9001:2015 across all verticals. For details, refer to Manufactured Capital section in the Integrated Report. | Negative Losing customers' confidence may impact on the flow of new orders leading to lower financial performance. |
| 5 | Customer Centricity | Risk | As a philosophy the Company does not compromise the deliverables of quality and timing. The Company values and prioritizes customer's expectations and has developed a customer centric mechanism to ensure Customer's confidence. | For details, refer to chapter on Social and Relationship Capital section in the Integrated Report. | Negative Losing customers' confidence may hamper the business growth. |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|-----------------------------|--|---|--|---|
| 6 | Local Community Development | Opportunity | Creating opportunities for enhancing and upliftment of the local community in the vicinity of the Company's operation through various community development initiatives in the field of education, employability, livelihood and health. | NA | Positive Community development help in creation of conducive business environment for operations and growth. |
| 7 | Financial Performance | Opportunity | The Company considers its fiduciary duty to deliver on the expectations of shareholders through operational excellence and continued strengthening of its financial performance. | NA | Positive Operational excellence will lead to improvement in financial performance. |
| 8 | Digitalization & Innovation | Opportunity | With the rapid advancement of technology, the ability to adapt and implement digital solutions can significantly improve efficiency, reduce costs, and enhance the overall quality of services. | NA | Positive The Digitalization & Innovation initiatives drive construction productivity, expedite project execution, optimize costs which leads to improved financial performance. |
| 9 | Circularity | Opportunity | With the objectives of reduction of environmental degradation, Principle of 3 R (Reduce, Reuse and Recycle) is promoted for optimum use of resource. The Company focuses to achieve this by deployment of new technologies to bring down natural resource consumption and improve reuse and recycle of resources. | NA | Positive Responsible and optimum usage of natural resources result in cost optimization and improve financial performance. |
| 10 | Water-Positive Approach | Opportunity | The Company's operations require a considerable amount of water. Thus, it is even more critical for the Company to strive to reduce water usage and increase reuse in its operations. | NA | Positive Water conservation through efficient usage, treatment of wastewater, reuse/recycle of water result in cost savings. |
| 11 | Decarbonization | Opportunity | With a target to reduce carbon emission, the Company focuses on optimum usage of energy through energy efficient equipment and promotes green energy sources. | NA | Positive Helps to reduce the carbon footprint by way of optimum use of energy/fuel and enhance monetary savings. |
| 12 | Sustainable Procurement | Risk | The Company recognizes the need to prevent disruptions that could be brought by social, natural or legal issues and to ensure ongoing raw material availability. | For details, refer to Social and Relationship Capital section in the Integrated Report | Negative The disruption to the supply chain may cause discontinuity or availability of the raw material which may affect the business operations. |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|---|--|--|
| 13 | Corporate Governance | Opportunity | For sustainable long-term value creation and to protect the reputation & brand image, it is essential to conduct the business in an ethical, transparent, and accountable manner. | NA | Positive Conducting business in an ethical, transparent, and accountable manner builds trust with various stakeholders such as investors, customers, suppliers etc., which leads to sustainable financial performance. |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| b. Has the policy been approved by the Board? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| c. Web Link of the Policies, if available | https://www.kecprg.com/policies | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Supplier Code of Conduct, Sustainable Procurement Policy and Whistle Blower Policy have been extended to value chain partners. | | | | | | | | |
| 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. | KEC International Limited has its policies in line with international standard and practices such as ISO 9001, ISO 45001, ISO 14001, EN 1090, ISO 3834, ISO 17025, DAST022, ISO 27001, ISO 20001. | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | Please refer to the section of Sustainability Roadmap 2026 - Performance on Page no. 55 of Integrated Annual Report FY 2022-23. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | The performance on Sustainability goals, targets and Strategy is reviewed periodically by Sustainability and CSR Committee which also provides guidance to achieve the same. Please refer to the section of Sustainability Roadmap 2026 for the Performance on Page no. 55 of Integrated Annual Report FY 2022-23. | | | | | | | | |

Governance, leadership and oversight
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

KEC International, a global infrastructure Engineering, Procurement and Construction (EPC) major, has presence in the verticals of Power Transmission and Distribution, Railways, Civil, Urban Infrastructure, Solar, Smart Infrastructure, Oil & Gas Pipelines, and Cables. The Company is currently executing infrastructure projects in 30+ countries and has a footprint in 110+ countries (includes EPC, Supply of Towers and Cables).

These businesses, the EPC and manufacturing in particular, have a impact on the environment in terms of GHG emission, energy, waste generation and water consumption. Given the strong growth aspiration of the Company, the challenge is to balance the growth pursued while minimising its impact on the environment and have a positive social impact.

The Company's aim, even as it grows, is to have a sustainable development, reduce the adverse impact to environment through improved efficiency in the use of energy & water, towards reducing water and carbon footprint as well as resource conservation and waste minimisation. The Company's ESG and sustainability policies and structure are driven under the supervision of the Sustainability and Corporate Social Responsibility Committee. We firmly believe that to build sustainable businesses, we need to create a sustainable ecosystem of environment, society and governance.

Taking our commitment to the next level, we have set measurable targets after extensive consultations with all our stakeholder groups. A detailed materiality assessment and benchmarking exercise was conducted before narrowing down to our sustainability focus areas. We have made significant progress across most of our targets as enumerated on Page 55 of our integrated report.

Our initiatives for the three major priority areas of decarbonization, water-positive approach and circularity are the foundation of our goals to improve the environment. The core of this strategy includes initiatives to reduce energy consumption and minimize carbon footprint, conserve and recycle water, bring down material consumption and reduce and recycle waste, amongst others, in addition to deploying new technologies and enabling a sustainable supply chain.

Promoting a positive, proactive culture of safety is vital for us to maintain the physical and mental well-being of all employees, subcontractors and society in general. Our continued focus on implementing advanced and customized safety practices, along with enhancing safety awareness amongst the workforce through specialized, tech-enabled training programs help us achieve high standards of Environment, Health, and Safety (EHS) excellence. We are also embedding digital safety solutions across the entire value chain of the business in our endeavor of building a future-ready organization.

At KEC, giving back to society and helping to make it stronger, especially during challenging times, is an important facet of our business operations. As we continue our endeavor to 'Touch Lives' of our stakeholders, driving their holistic empowerment remains at the core of our corporate philosophy. We are committed to creating maximum positive impact by envisioning a better tomorrow for the communities we operate in and the stakeholders we work with. We are at the forefront of bringing about social change in underdeveloped economies in Africa and SAARC. Reaching out to 2 lakh beneficiaries is the target to be achieved by FY 25-26.

At the core of the Company's people agenda lies the focus on Happiness, which is intrinsic at the RPG Group and at KEC, leading to the launch of the Group's new brand tagline – Hello Happiness. The target is to achieve the Happiness Quotient to 85% by FY25-26.

The Company encourages a diverse and inclusive workplace that embraces diversity across the spectrum – race, nationality, religion, marital status, gender, age, ethnic origin, physical ability, etc. In addition to strengthening our focus on hiring women employees and persons with disability, we have also started recruiting transgenders.

We plan to partner with our suppliers to initiate our journey towards decarbonization so that jointly we are able to minimize the GHG footprint and support in the Global transition towards Low Carbon economy.

In terms of Governance, the Company carries out its business with highest standard of business ethics and transparency. It does not encourage any business activity which is illegal, unethical or results in unfair trade practices. The first Business Responsibility and Sustainability Report is being published and the Company will constantly endeavour to strengthen its Sustainability initiatives on a continuing basis.

| | |
|--|--|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). | Mr. Vimal Kejriwal Managing Director & CEO DIN: 00026981 |
| 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 Sustainability and Corporate Social Responsibility Committee which is responsible for sustainability related matters. Further details are given in the Corporate Governance Report. |

10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee | Frequency (Annually/Half yearly/Quarterly/Any other – please specify) | | | | | | | | |
|--|--|---|-----|-----|-----|-----|-----|-----|-----|-----|
| | | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action | The performance of various policies are being reviewed on quarterly/annual basis by Sustainability and CSR Committee and Executive Committee of Senior Management. | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | The Company complies with the statutory requirements as are applicable from time to time. | | | | | | | | | |

| 11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | No | No | No | No | No | No | No | No | No |

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

| Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| The entity does not consider the Principles material to its business (Yes/No) | | | | | | | | | |
| 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
PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable
Essential Indicators
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

| Segment | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact | % of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|---|
| Board of Directors | 2 | ESG matters, which provided insights on the | 100% |
| Key Managerial Personnel | 2 | NGBRC Principles. | 100% |
| Employees other than BoD and KMPs | 6,134 sessions 199,933 Manhours | Code of Corporate Governance & Ethics ('COCG'), Anti bribery and Anti corruption, Prevention of Sexual Harassment ('POSH'), Ethics, RPG Values, RPG Way, Environment Health and Safety ('EHS'), Cyber Security, job specific and behavior based training. Sessions are conducted through classroom and digital portal based e-learning. | 100% |
| Workers* | 898,973 Manhours | COCG, POSH, RPG Values, RPG Way etc. EHS induction training, Behavior Based Safety Training, specific safety training on work | 100% |

*Workers include both permanent and other than permanent/contractual

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

There were no monetary and non-monetary fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the Company or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year FY 2022-23 based on materiality thresholds.

| 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 | 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 |
|--------------|---|
| | NA |

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's Anti-Bribery and Anti-Corruption Policy is directed for ensuring that the Company's Employees and Directors comply with all the applicable laws, domestic and foreign, prohibiting giving and receiving bribes, gifts or inducements of any kind to or from any person, including officials in the private or public sector, and other third parties while conducting the business activities of the Company.

The Policy is available on <https://www.kecprg.com/policies>

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 | FY 2021-22 |
|-----------|------------|------------|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

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

| | FY 2022-23 | | FY 2021-22 | |
|--|------------|---------|------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | NA | Nil | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | NA | Nil | NA |

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

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 |
|---|--|--|
| 1,800 Manhours of value chain partners covered through awareness module | Awareness module on ESG, Company Initiatives and expectation from Value chain partners | 90% value chain partner covered through awareness module |

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 a Conflict-of-Interest Policy *inter-alia* for Directors which lays down the guidelines for avoiding any conflict between their business or personal association and the operations of the Company.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe
Essential Indicators
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

| | FY 2022-23 | FY 2021-22 | Details of Improvements in environmental and social Impacts |
|-------|------------|------------|---|
| R&D | 9.4% | 8.1% | The R&D efforts have resulted in reducing specific power and fuel consumption and thus reducing the carbon emissions. |
| Capex | 4.0% | 12.0% | The usage of Green energy and installation of induction furnaces has resulted in reduction in consumption of fossil fuel. This has resulted in reducing carbon emissions. Green cable is another product which has been developed & manufactured using special compounds that can be recycled & ensure low carbon emission. |

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

Yes. The Company has a sustainable procurement policy. All key supply partners sign the Code of Conduct based on sustainable procurement policy at the time of onboarding. The Company has assessed all its key suppliers in terms of the environment, health, safety and sustainability parameters in current financial year.

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

Vendors have been asked to sign the COC based on sustainable procurement policy, 67% of the material is being sourced from the vendors that have been assessed for the ESG compliance.

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

We being an EPC Company, deliver products/services for customer requirements. The Company does not have any product to reclaim at the end of life. At the Transmission Lines (TL) and Cable manufacturing plants and Civil, Railway and Transmission and Distribution (T&D) site locations, 3 R Principle i.e. Reduce- Reuse- Recycle is implemented. Plastic waste, e-waste and hazardous wastes are disposed off through agencies authorized by respective State Pollution Control Boards.

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.

No. EPR is not applicable because the Company's primary business is EPC and related services. The Company does not manufacture any consumer products or goods.

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

The Company has not conducted LCA.

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.

Not Applicable

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 | FY 2021-22 |
| 1. Steel, concrete, wood, paper, various metals in site operations | Steel – 7.9% Wood – 4.3% | Steel – 6.2% Wood – 7.1% |
| 2. Copper in cable plants | Concrete – 2.2% Copper – 1.7% | Concrete – 6.1% Copper – 2.7% |

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:

The empty cement bags Paint and oil cans, wood boxes used in packing are reused. About 5.8% of the packaging Drums used in Cable Manufacturing are brought back and reused.

| | FY 2022-23 | | | FY 2021-22 | | |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | 5.51 | - | 19.79 | 8.21 | - | 50.58 |
| E-waste | - | - | - | - | - | - |
| Hazardous waste | 50.09 | - | 0.03 | 105.25 | - | 0.01 |
| Other waste | 260.15 | - | 175.87 | 264.56 | - | 133.56 |

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 |
|--|---|
| Reclamation of Cable drums in Cable plants | 5.8% |

Note: The Company does not sell any consumer products, and there is no product that is being reclaimed at the end of its life. The packaging drums used in Cable Manufacturing are brought back and reused.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains
Essential Indicators
1. a. Details of measures for the well-being of employees

| Category | Total (A) | % of Employees covered by | | | | | | | | | |
|---------------------------------------|--------------|---------------------------|-------------|--------------------|-------------|--------------------|-----------|--------------------|------------|---------------------|-----------|
| | | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent employees | | | | | | | | | | | |
| - Male | 5,579 | 5,579 | 100% | 5,579 | 100% | - | - | 5,579 | 100% | - | - |
| - Female | 270 | 270 | 100% | 270 | 100% | 270 | 100% | - | - | 270 | 100% |
| Total | 5,849 | 5,849 | 100% | 5,849 | 100% | 270 | 5% | 5,579 | 95% | 270 | 5% |
| Other than Permanent employees | | | | | | | | | | | |
| - Male | 143 | 143 | 100% | 143 | 100% | - | - | - | - | - | - |
| - Female | 44 | 44 | 100% | 44 | 100% | - | - | - | - | - | - |
| Total | 187 | 187 | 100% | 187 | 100% | - | - | - | - | - | - |

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

| Category | Total (A) | % of Workers covered by | | | | | | | | | |
|-------------------------------------|---------------|-------------------------|-------------|--------------------|-------------|--------------------|------------|--------------------|-------------|---------------------|------------|
| | | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent workers | | | | | | | | | | | |
| - Male | 580 | 580 | 100% | 580 | 100% | - | - | 580 | 100% | - | - |
| - Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | 580 | 580 | 100% | 580 | 100% | - | - | 580 | 100% | - | - |
| Other than Permanent workers | | | | | | | | | | | |
| - Male | 39,772 | 940 | 2% | 39,772 | 100% | - | - | - | - | - | - |
| - Female | 476 | 33 | 7% | 476 | 100% | - | - | - | - | - | - |
| Total | 40,248 | 973 | 2% | 40,248 | 100% | - | - | - | - | - | - |

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

| Benefits | FY2022-23 | | | FY2021-22 | | |
|-------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | 100% | Y | 100% | 100% | Y |
| Gratuity | 100% | 100% | Y | 100% | 100% | Y |
| ESI* | 100% | 100% | Y | 100% | 100% | Y |
| Others – Please specify | - | - | - | - | - | - |

*100% of eligible employees under ESI Regulation are covered

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.

The Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. Apart from this, following additional initiatives are carried out at our manufacturing locations:

- Awareness and sensitization on disability from time to time
- Sign language training to staff at all levels including external stakeholders.

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.

Yes, the Company has Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. We are committed to providing equal opportunities in employment and creating an inclusive workplace and work culture in which all employees are treated with respect and dignity. Workforce diversity is a business imperative and we will strive to ensure that our workforce is representative of all sections of the society.

The policy is available on the website at <https://www.kecrpg.com/policies>

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

| Gender | Permanent Employees | | Permanent Workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention Rate | Return to work rate | Retention Rate |
| Male | 100% | 100% | 100% | 100% |
| Female | 100% | 100% | 100% | 100% |
| Total | 100% | 100% | 100% | 100% |

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.

| Category | Yes/No (If Yes, then give details of the mechanism in brief) |
|---------------------------------------|--|
| Permanent Workers | Yes, Grievance redressal mechanism is available at Corporate as well as Factory and project sites. R-Shield is recently introduced to raise complaints (non-POSH) using toll free no. Also, grievances can be raised through People Red Book and emails. |
| Other than Permanent Workers | Grievances raised in any form are directed to the respective function owner and resolved through the respective Industrial relation and Admin function. |
| Permanent Employees | |
| Other than Permanent Employees | |

R-Shield: Our people have been our greatest strength at RPG. Creating Physical and Psychological safe spaces for them and keeping our workplaces free from any form of harassment is the highest priority at RPG. While each RPG company is totally compliant with the ask of the Sexual Harassment of Women at Work Place (Prevention, Prohibition, and Redressal) Act, 2013, we are now taking our commitment a step further by launching R shield, our 24x7 single number helpline that enables employees to raise their voice against harassment of any form.

People Red Book: To strengthen the "Grievance Redressal Policy" at our plants, a Register named PEOPLE RED BOOK has been kept at different places in the plant, in which employees write their small issues/concerns/suggestions etc. A Grievance Redressal Committee then works to resolve them within 30 days and is weekly reviewed by Plant Head.

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|----------------------------------|--|--|---------|--|--|---------|
| | Total Employees/workers in respective category (A) | No. of employees/workers in respective category who are part of association (s) or Union (B) | % (B/A) | Total Employees/workers in respective category (C) | No. of employees/workers in respective category who are part of association (s) or Union (D) | % (D/C) |
| Total Permanent Employees | | | | | | |
| - Male | 5,579 | 11 | 0.20% | 5,164 | 12 | 0.00% |
| - Female | 270 | 2 | 0.74% | 246 | 3 | 1.00% |
| Total Permanent Workers | | | | | | |
| - Male | 580 | 270 | 47.00% | 545 | 334 | 61.00% |
| - Female | - | - | - | - | - | - |

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 | 5,782 | 4,799 | 83% | 4,582 | 79% | 5,264 | 3,474 | 66% | 3,555 | 68% |
| - Female | 321 | 170 | 53% | 235 | 73% | 280 | 123 | 44% | 182 | 65% |
| Total | 6,103 | 4,969 | 81% | 4,817 | 79% | 5,544 | 3,597 | 65% | 3,737 | 67% |
| Workers | | | | | | | | | | |
| - Male | 40,352 | 26,632 | 66% | 14,527 | 36% | 22,120 | 14,156 | 64% | 8,184 | 37% |
| - Female | 476 | 286 | 60% | 214 | 45% | 192 | 127 | 66% | 61 | 32% |
| Total | 40,828 | 26,918 | 66% | 14,741 | 36% | 22,312 | 14,283 | 64% | 8,245 | 37% |

*Excludes mandatory safety training which is given during induction to all employees / workers (including contractual personnel).

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|------------------|--------------|--------------|-------------|--------------|--------------|-------------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| Employees | | | | | | |
| - Male | 5,579 | 5,579 | 100% | 5,164 | 5,164 | 100% |
| - Female | 270 | 270 | 100% | 246 | 246 | 100% |
| Total | 5,849 | 5,849 | 100% | 5,410 | 5,410 | 100% |
| Workers | | | | | | |
| - Male | 580 | 580 | 100% | 628 | 628 | 100% |
| - Female | - | - | - | - | - | - |
| Total | 580 | 580 | 100% | 628 | 628 | 100% |

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

Yes, the Company has implemented the occupational health safety management system for the all-project sites, manufacturing units and offices. The Company is certified with ISO 45001: 2018 by TUV Nord (DAkkS accreditation body) with scope of Design, Development, Engineering, Procurement and Construction of Electrical Transmission and substation, Oil & Gas, Engineering, Procurement construction of under ground Cable, Railways, Solar, Civil Infrastructure, Water projects and Smart Infra.

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 the processes to identify the hazards and associated risks for the work activities at all projects sites, manufacturing units and offices.

The Company has applied the following steps:

- Preparation of method statement for all activities.
- Preparation of hazard identification and risk assessment for all activities.
- Permit to work system is implemented with Hazard Identification and Risk Assessment and method statement for all non- routine activities.
- In addition to above the Company has also implemented the last-minute risk assessment for work activities through the Company's inhouse developed Safety digital platform.
- Identified risks and control measures are being communicated to all the concerned stakeholders involved in the activity.
- Framed and implemented a comprehensive Fatality Prevention Plan across all businesses to stringently monitor safety measures and deployed safety systems at high-risk operations to achieve the goal of zero accidents.
- Annual Health check-ups for the employees at the Company tie-up hospitals
- Identification of the 10 Hazards That Kill (HTK) and giving awareness for all the employees and workers at site operations during EHS inductions. The 10HTK are mentioned below:
 - Asphyxiation
 - Explosion
 - Vehicle and Road
 - Fall of person and material
 - Excavation
 - Lifting operation
 - Biological hazards

- Electrical Hazards
- Tool and Plants
- Toxic

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 the process to report the work related hazards and mitigate the identified risks.

Digitalization of EHS Processes, real time reporting of incidents, near misses across all levels of the organization as well as monitoring of audit action points closure through in house developed digital platform "RAKSHA" has been a focus area.

New features like e-Permit to Work and Last-minute Risk Assessment modules have been added. The platform provides end-to-end EHS management and helps the Company to achieve zero incident way of working.

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

Yes, the Company covers all its employees under health insurance and personal accident policy. It also ensures adherence to the regulatory guidelines for non-occupational medical and healthcare services for the workers and Employees State Insurance Corporation (ESIC) provisions.

Annual Health Check-up – The Company has partnered with myHealthmeter to create an effective wellness program. This program is a holistic approach to assess the combined impact of lifestyle and environment and to facilitate the medical diagnosis of key health parameters

Juno Clinic: The Company has also partnered with Juno Clinic to provide counseling and treatment for any kind of psychological or psychiatric issue of our employees. Juno Clinic provides a team of psychologists and psychiatrists, each of whom has significant experience and specialization in tackling issues such as depression, anxiety, relationship conflicts, child behavioral or development issues, addiction etc.

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

| Safety Incident/Number | Category | FY 2022-23 | FY 2021-22 |
|--|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | - | - |
| | Workers | 0.25 | 0.26 |
| Total recordable work-related injuries | Employees | - | - |
| | Workers | 132 | 83 |
| No. of fatalities | Employees | - | - |
| | Workers | 7 | 7 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | - | - |
| | Workers | - | - |

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

The Company has implemented ISO 45001 at all the Projects and Plant facilities and all the activities are carried out in accordance with the said standard. The Company is always working towards establishing a positive Health and Safety culture. Some of the measures taken are given as below:

Digitalization of EHS Processes

- Have developed an in-house Safety APP "RAKSHA" access of which is given to all engineers/supervisors and contractor supervisors. Reporting of all Safety observations, Audit points & their closure, incident reports, training modules, senior management review points are done through APP.
- Permit to Work (e-permit) & Last-Minute Risk Assessment (LMRA) is digitalized.
- Safety training to employees/contractor workers are being imparted through Virtual Reality modules which are specific to Company's operations.
- On a regular basis, the Company's EHS Management system will get reviewed and revised based on its operations, past incidents and near misses reported. EHS Minimum Mandatory Requirements for each Business Units is revised and are implemented at all project sites as well as Manufacturing plants locations.

- The EHS code of conduct is framed and is signed by the contractor during tender finalization stage.
- Contractor EHS evaluation and monitoring is done on a monthly basis.
- Premedical health checkup, EHS induction and adherence to the Personal Protective Equipment ('PPE') as per the site requirement for all workers before deployment at site.
- Preparation of Method Statement and Risk assessment is done for all activities.
- PPE standardization as per International Standards/European Standards requirement is done and implemented.
- Learnings of past accidents and near misses is shared and Corrective & Preventive actions are implemented at all locations.
- Rest sheds are provided for workers at work site locations.
- Labour welfare at labour camps are given a special emphasis like:
 - First aid and Fire protection facilities are provided.
 - Toilet facilities are provided with fortnightly inspection.
 - Drinking water facilities are provided.
 - Adequate illumination and ventilation facilities.

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

| | FY 2022-23 | | | FY 2021-22 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | - | - | - | - | - | - |
| Health & Safety | 1 | - | - | - | - | - |

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.

- The guidelines and SOPs are developed and modified based on the prior case studies and learnings. This data is utilised for predictive analysis and incident assessment as well as to determine unsafe behavior. This allows for the identification of significant risks, which encourages projects to proactively manage and focus resources to avoid accidents or mishaps.
- Awareness program on "Near miss reporting & its importance" is being done at all levels.
- The Company encourages usage of EHS digital platform RAKSHA app by giving access to all employees and encourages reporting and closure of action points in a time bound manner.
- No blame culture for reporting incidents is followed.
- All near misses are shared to workmen in Toolbox Talks for raising awareness. Safety alert on Incident/Near misses is shared, preventive action plan implementation is tracked.
- Representation of contractors in site safety committee meetings is done. Awareness sessions are conducted for more clarity on Lost Time Injury ('LTI'), Restricted Work Case ('RWC') & Medical Treatment Case ('MTC'). Corrective & Preventive actions for each LTI is made for horizontal deployment across all SBUs.
- Specific modules of Virtual Reality developed on Safety to impart trainings in effective manner.
- We ensure Implementation of engineering solutions/process corrections and incorporate of interlock/sensor guard/photo curtains/pull cords as per job specification requirements.
- Horizontal deployment and monitoring are CAPA (Corrective and Preventive Actions) across all the business units.

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).

(A) Employees - Yes

(B) 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 ensures deduction and deposit of statutory dues by obtaining compliance documents from the value chain partners on monthly basis along with their bills. We have a compliance checklist and accordingly ensure to obtain Statutory payments challan, payment proof and contribution history from value chain partners and same is duly verified by third party agency and our compliance team.

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

| Benefits | 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 | FY 2021-22 | FY 2022-23 | FY 2021-22 |
| Employees | - | - | - | - |
| Workers | 7 | 7 | - | - |

*For the fatalities and injuries, the compensation as per the statutory requirements have been given.

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 periodically provides skill-upgradation training programs to all its employees during their employment. The training programs cater to the specific requirements of the cadre and relevant function areas which further enable the employees to pursue employment post retirement or termination, based on the acquired skillset.

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 | Vendors covering 65% of value (covering 100% of key value chain partners) have been assessed based on physical audit/documentation based assessment. |
| Working Conditions | |

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.

First Assessment of the key vendors is completed in FY 2022-23 and all the observations and non-conformances are properly recorded and being shared with vendors to take corrective and preventive actions to address risks. No significant reportable risk observed.

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 Stakeholder groups are identified based on the nature of their engagement with the Company. The Company has identified its core stakeholder groups such as Employees, Vendors/Sub-contractors, Government and Regulatory Authorities, Customers, Investors/Analysts, Media, Local Community and NGOs & CSR partners.

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 of engagement including key topics and concerns raised during such engagement |
|---|--|--|---|--|
| Employees | No | Grievance redressal cells, emails, meetings, townhalls meetings. | Regularly | <ul style="list-style-type: none"> Understand their career ambitions, job satisfaction parameters, support career growth, employee well-being, training, and development. Share the Company's vision, short-term and long-term goals, workplace needs and expectations |
| Vendors/ Sub-contractors | No | Meetings, Emails. | Periodically | <ul style="list-style-type: none"> Share mutual expectations and needs about quality, cost and timely delivery, growth plans. Share best practices. |
| Customers | No | Emails, Complaint Registers, Satisfaction surveys and/or feedback. | Regularly | <ul style="list-style-type: none"> Develop a sustained relationship Anticipate short and long-term expectations. |
| Investors/ Analysts | No | Emails, Investor and shareholder meetings, Investor calls, press releases, website. | Quarterly/Annually/Regularly | <ul style="list-style-type: none"> Understand concerns and expectations, create higher shared value. |
| Local Community and NGOs & CSR partners | Yes | Grievance redressal cells, emails, Complaint Register, Focused group discussions with the community. | Periodically | <ul style="list-style-type: none"> Develop and support local communities and economies. |
| Media | No | Press releases, Media interviews, Phone calls. | Quarterly/Periodically | <ul style="list-style-type: none"> Communicate the Company's vision, brand and developments to all stakeholders for further transparency. |
| Government and Regulatory Authorities | No | Emails, Meetings, regular liasoning, representation through Industry associations. | Periodically | <ul style="list-style-type: none"> Regulatory compliances and corporate governance mechanisms, Tax revenues and policy advocacy |

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.

Internal and Board sub-committees have been constituted to evaluate ESG performance, and economic governance.

- Board level committee: ensures alignment of the Company's vision and strategy with ESG agenda.
 - The Sustainability and CSR Committee, reviews the performance on sustainability goals, targets and Strategy and provides guidance to achieve the same.
- Corporate level executive committee and Centre of Excellence on ESG: It oversees the progress of sustainability agenda, provides guidance and ensures implementation and adherence to the sustainability roadmap.
- Business level steering committee: It drives and implements the sustainability roadmap and initiatives.

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 engagement exercise and materiality assessment results are used to determine the most crucial sustainability-related concerns for the business. On the basis of these results additional strategy development, policy creation, as well as the creation and execution of monitoring mechanisms, are carried out.

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

| Category | Vulnerable group | Concerns | Actions Taken | Impact |
|-----------------------|---|---|---|--|
| Education | Children from under-privileged groups | Limited access to quality education | <ul style="list-style-type: none"> Pehlay Akshar Schooling: Functional English classes imparted to children through various offline and online modes (A-Story-A-Day Campaign, YouTube, etc.). Pehlay Akshar Training: Capacity building of government school teachers and helping them create 'Magic Classrooms' – safe learning environment for school children and effective classes. Initiated self-help groups "Saathi sessions" to provide teachers a peer network for continuous learning. | <ul style="list-style-type: none"> 1,841 Saathi sessions conducted. 2,562 teachers attended the training. 3,257 students reached. Pehlay Akshar App total users- 6,375 |
| Community Development | Population Located around the Offices, Plant Locations and rural population who have limited access to public health and other local needs. | Unaffordable and unavailable infrastructure and services. | <ul style="list-style-type: none"> We have adapted our interventions to suit the communities' evolving needs and work with local government bodies and other stakeholders to create a holistic impact. Some of the interventions in community development include: <ul style="list-style-type: none"> - Setting up of Fever Clinics, - In association with National Health Mission (Maharashtra), the Company has jointly set up and operated Fever Clinics in rural Maharashtra to provide quality, affordable and accessible rural healthcare for all. - Clean and safe drinking water facility by installing RO system. - Support to PwD by providing equipment. - Eye and general health camps for better health of local population. - Tree plantation and vermicompost bed distribution for environmental sustainability. | <p>Fever Clinic:</p> <ul style="list-style-type: none"> Phase 1: 45 clinics (out of 100) are funded by the Company and are fully operational. Phase 2: 22 out of 50 clinics, are funded by the Company & are operational. Total No. of Fever Clinics: 67 Total Number of Beneficiaries: 5,29,064 Covid testing for 2,04,908 persons Vaccination for 20,214. 13,041 persons screened in eye camps at various project sites. 8,109 women and adolescents checked in health camps in Jabalapur, Jaipur, Aurangabad and NCR. 1,310 trees planted across Jaipur, Jabalpur, NCR, Vadodara and Mysuru with Japanese Miyawaki concept. Special learning equipment distributed to 639 PwDs 500 LPH RO systems installed in 3 schools in Mysuru and Jaipur 200 LHP industrial RO systems with coolers installed in 2 schools in Nagpur. Vermicompost bed distributed to 150 farmers in Nagpur. |

| Category | Vulnerable group | Concerns | Actions Taken | Impact |
|---------------|---|---|---|--|
| Employability | Helping women & youth from rural and peri-urban areas | Less privileged sections to get employment by skill training in specialized programs. | This year the Swayam program has covered job roles in the healthcare and skills in weaving and farm sectors. These initiatives are aimed at providing them an opportunity to become financially independent, self-reliant, and lead respectful lives. | <p>Swayam Health: Candidates Trained: 500, No. of Batches completed training: 17 Candidates placed: 422 (84%)</p> <p>Swayam Weave: Drafting and loom setup training is with a batch of 31 women in Nagpur, and Product development with 3 weavers in Suredranagar.</p> <p>Swayam Farm: 500 farmers mobilized and 500 farmers trained on a package of organic practices Volunteering/ Employee Volunteer: 648; Unique Employee: 492; Hours Contributed: 440.</p> |
| Heritage | NA | Revival and transformation at Heritage sites. | <ul style="list-style-type: none"> Upliftment of community areas through art and experiences for revival in the Banganga region. Transforming Worli Koliwada through Art, Architecture, biodiversity conservation, community development and creating visitor experiences for revival of the heritage site. | <ul style="list-style-type: none"> 6,000+ people reached through various community development activities such as GDA training, sports events, enterprise development, revival of SHGs, engagement with Anganwadis, cleanliness drives, etc. 69 streetlights installed. 2 art walls created. Steps being refurbished near a playground. |

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 | 5,849 | 3,242 | 55% | 5,410 | 2,158 | 40% |
| - Other than permanent | 254 | 15 | 6% | 134 | 118 | 88% |
| Total Employees | 6,103 | 3,257 | 53% | 5,544 | 2,276 | 41% |
| Workers | | | | | | |
| - Permanent | 580 | - | - | 628 | - | - |
| - Other than permanent | 40,248 | - | - | 21,686 | - | - |
| Total Workers | 40,828 | - | - | 22,314 | - | - |

Note: Training on various issues related to human rights are covered under new employee induction, EHS training, POSH, code of conduct etc.

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

| 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 | 5,689 | - | - | 5,689 | 100% | 5,162 | - | - | 5,162 | 100% |
| - Female | 270 | - | - | 270 | 100% | 246 | - | - | 246 | 100% |
| Other than Permanent | | | | | | | | | | |
| - Male | 143 | - | - | 143 | 100% | 100 | - | - | 100 | 100% |
| - Female | 44 | - | - | 44 | 100% | 34 | - | - | 34 | 100% |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| - Male | 580 | - | - | 580 | 100% | 628 | - | - | 628 | 100% |
| - Female | - | - | - | - | - | - | - | - | - | - |
| Other than Permanent | | | | | | | | | | |
| - Male | 39,772 | - | - | 39,772 | 100% | 21,492 | - | - | 21,492 | 100% |
| - Female | 476 | - | - | 476 | 100% | 192 | - | - | 192 | 100% |

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

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/salary/wages of respective category (In Rupees) | Number | Median remuneration/salary/wages of respective category (In Rupees) |
| Board of Directors* (BoD) | 10 | 2,010,000 | 1 | 1,810,000 |
| Key Managerial Personnel | 2 | 24,766,770 | NA | NA |
| Employees other than BoD and KMP | 5,576 | 877,114 | 204 | 800,000 |
| Workers | 484 | 475,772 | NA | NA |

*Includes Commission and sitting fees

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 Human Resource department of the Company is responsible for addressing human rights impact or issues. As part of the Human Rights Policy, the Company expects all its relevant stakeholders to respect and comply with the policy principles and applicable laws, regulations in all territories of its operation.

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

The Company's 'Ask HR' platform, email and other informal channels of communication form part of the internal mechanism for grievance redressal of human rights issues. The Company's Human Rights Policy outlines the grievance redressal mechanism through email/verbal form of communication, in accordance to the principles of International Labor Organization (ILO) and United Nations Global Compact (UNGC).

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

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

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

As per the COCG and POSH Policy, the Company ensures protection of the complainant. The investigation of the complaints is done strictly in a confidential manner ensuring the protection of the complainant against any retaliation.

The Company provides necessary safeguards to complainant for making Protected Disclosures in good faith, in all the areas mentioned in the POSH and Code of Conduct such as business with integrity, responsible corporate citizenship, illegal and unfair labor practices, trade practices and other laws.

For the cases pertaining to sexual harassment, the Company's policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder ensures strict confidentiality of the investigation procedure and protection of the identity of the complainant.

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

Yes, appropriate clauses in recognition of Human Rights are incorporated as required to be complied in the Company's business agreements and contracts as and where relevant.

Besides, the Company has a Supplier Code of Conduct which requires the contracting party to ensure to respect all internationally proclaimed human rights by avoiding causation of and complicity in any human rights violations, respect of human rights of specifically vulnerable rights holders or groups of rights holders such as women, children, or migrant workers, or of (indigenous) communities

9. Assessments for the year (i.e. FY 2022-23):

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Child labour | |
| Forced/involuntary labour | |
| Sexual harassment | The Company undertook internal assessment of 100% of |
| Discrimination at workplace | its plants and offices |
| Wages | |
| Others – please specify | |

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

Nil

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

No complaint received for human rights violation.

R-Shield has been introduced to raise complaints (non-POSH) using toll free no. Also, grievances can be raised through People Red Book and emails. Grievances raised in any form are directed to the respective function owner and resolved through the respective Industrial Relation and Admin function.

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

Regular audit, Internal Audit on Human Rights is carried out. The Company in the reporting period did not undertake any Human Rights due diligence. As part of the guiding principles of the human rights policy the Company will continually improve human rights systems by sharing good practices and learnings.

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?

Most of the permanent facilities and office buildings are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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 | Vendors covering 65% of value (covering 100% of key value chain partners) have been assessed based on physical audit/documentation based assessment. |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | The remaining suppliers have signed a Code of conduct covering these aspects and expected to comply with its requirements. |
| 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.

First Assessment of the key vendors is completed in FY 2022-23 and all the observations and non-conformances are properly recorded.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

| Parameter | FY 2022-23 | FY 2021-22 |
|--|-------------------|-------------------|
| Total electricity consumption (A) (in GJ) | 316,869.18 | 283,055.51 |
| Total fuel consumption (B) (in GJ) | 624,389.57 | 537,780.99 |
| Energy consumption through other source (C) | - | - |
| Total energy consumption (A+B+C) (in GJ) | 941,258.75 | 820,836.50 |
| Energy intensity per rupee of turnover (Total energy consumption in GJ/turnover in rupees crore) | 61.07 | 65.28 |
| Energy intensity (optional) – (Total energy consumption in GJ/Total manpower) | 20.06 | 29.47 |

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. 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.

The Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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 | 11,214.25 | 78,771.50 |
| (ii) Groundwater | 494,767.28 | 273,829.00 |
| (iii) Third party water | 1,241,626.23 | 1,092,161.01 |
| (iv) Seawater/desalinated water | 5,150.00 | 385.00 |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 1,752,757.76 | 1,445,146.51 |
| Total volume of water consumption (in kilolitres) | 1,538,487.26 | 1,228,374.53 |
| Water intensity per rupee of turnover (Water consumed KL/turnover in Rupees Crore) | 99.82 | 97.70 |
| Water intensity (optional) – the relevant metric may be selected by the entity Water consumed KL/Total manpower | 32.78 | 44.10 |

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.

The Water stewardship initiatives are undertaken in line with the Company's Water-Positive Approach. The Company has implemented Zero liquid discharge in all manufacturing plants. At the Butibori plant, external agency has done water audit and certified it as Water Positive Plant with an index of 1.6.

No water is discharged outside the plant. The wastewater is treated in the Effluent Treatment Plant ('ETP')/Sewage Treatment Plant ('STP') and recycled.

In Project site locations also, initiatives are being taken for Zero Liquid Discharge.

Some of the examples are given as below:

- In Chennai Metro Project (Civil) site and Tata Steel Kalinganagar civil Project, Sewage treatment plants, are installed for treating the wastewater and recycled for dust suppression and cleaning activities.
- In Delhi Metro Rail Corporation (Civil) site water collection ponds and water recycling system for curing precast structures have been established
- Installation at Biodigester at Civil Project site namely L&T Seawood, Mumbai for conversion human waste and domestic waste into Fertilizer.

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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|-------------------------------------|-------------------|--------------------------|--------------------------|
| NOx | µg/m ³ | 17.0 | 15.0 |
| SOx | µg/m ³ | 8.1 | 7.2 |
| Particulate matter (PM) | µg/m ³ | PM ₁₀ = 73.6 | PM ₁₀ = 58.1 |
| | µg/m ³ | PM _{2.5} = 44.1 | PM _{2.5} = 34.6 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | µg/m ³ | Benzene: <1.0 | Benzene: <1.0 |
| | ng/m ³ | Arsenic: <1.0 | Arsenic: <1.0 |
| | µg/m ³ | Lead: 0.35 | Lead: 0.19 |
| | ng/m ³ | Benzo Pyrene: <1.0 | Benzo Pyrene: <1.0 |
| | ng/m ³ | Nickel: 1.23 | Nickel: 0.43 |
| Others – please specify | - | - | - |

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:

Environmental monitoring is done by the agencies authorized by the CPCB/SPCB like ECO services India Pvt Ltd., Arihant Analytical Laboratory Pvt Ltd., INSTA Pollution Tech Labs etc., at various plants and project site locations. The agencies are authorized by respective State Pollution Control Boards/respective clients.

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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 44,738.93 | 38,651.24 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 27,941.71 | 27,374.90 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | Metric tons of CO ₂ ₹ crores | 4.72 | 5.25 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | Metric tons of CO ₂ /manpower | 1.55 | 2.37 |

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

Yes, the data has been evaluated by external agency M/s EKI Energy Services Limited.

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

The Company is constantly striving to reduce the environmental impact of all its business activities. The Company undertakes projects to reduce greenhouse gas emissions. All Manufacturing locations have set a target to reduce GHG emissions by 20% by 2026. Overall the Company has taken a target to become net zero by 2040.

Some of the projects undertaken for reducing Greenhouse gas emissions are:

- Installation of solar rooftop plants at Tower Manufacturing plants at Butibori and Jaipur.
- Procurement of energy from renewable sources to fulfil energy requirement for Cables plants in Mysuru and Vadodara.
- Use of induction furnace based on electricity instead of fossil fuel, for lower carbon emissions.
- Deployment of energy-efficient LED lighting solutions and elimination of exhaust fans by replacing them with natural ventilators.
- Installation of Solar panels at sites that are powering offices, guest houses and pumps.
- Use of hybrid vehicle at project sites.
- Use of Electric Vehicles at Mumbai and Gurugram office.
- Entry into renewable EPC business.
- Green product manufacturing – Green cables.

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 metric tonnes) | | |
| Plastic waste (A) | 84.66 | 98.95 |
| E-waste (B) | 3.10 | 0.54 |
| Bio-medical waste (C) | 3.60 | 1.20 |
| Construction and demolition waste (D) | 38,195.63 | 22,264.97 |
| Battery waste (E) | 8.80 | 0.20 |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. Please specify, if any. (G) | 6,237.68 | 5,859.70 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 17,651.09 | 5,450.36 |
| Total (A+B + C + D + E + F + G + H) | 62,184.60 | 33,675.92 |
| 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 | 8,794.40 | 1,531.00 |
| (ii) Re-used | 2,948.71 | 1,546.20 |
| (iii) Other recovery operations | - | - |
| Total | 11,743.11 | 3,077.20 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 0.01 | 3.27 |
| (ii) Landfilling | 1,353.66 | 1,699.21 |
| (iii) Other disposal operations | 544.00 | 467.91 |
| Total | 1,897.67 | 2,170.39 |

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.

The assurance has not been carried out by any external agency.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company follows.

- 3 R principle (Reduce, Recycle and Reuse) for waste management practices.
- The waste is identified, segregated at source and collected in different colour coded bins. These are disposed off as per the statutory requirements.
- The Company strives to carry out improvement in the processes so as to reduce the generation of hazardous and toxic chemicals.
- Landfill has been reduced by 26% in manufacturing facilities with respect to FY 21-22.
- A target has been taken under circularity focus area for manufacturing plants to achieve zero waste to landfill by FY26.
- Use of the plastic above 40 microns thickness.

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. |
|--------|--------------------------------|--------------------|--|
| - | - | - | - |

- None of our manufacturing plants are operating in any of the ecologically sensitive areas.
- For the project sites which are in ecologically sensitive area, respective clients take the necessary environmental clearance/ approvals and only after that the work is undertaken by the Company. The Company ensures that the necessary approvals are available before start of construction work.

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

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

The Company has not taken any EIA of any projects. It is working for various clients as EPC partner/construction partner and the respective clients undertake EIA studies and necessary approvals. It is ensured that necessary approval is taken before construction work starts.

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 compliant with all applicable law/regulations/guidelines. Zero non-compliance is reported.

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 2022-23 | FY 2021-22 |
|---|-------------------|-------------------|
| From renewable sources | | |
| Total electricity consumption (A) (in GJ) | 26,426.45 | 19,687.44 |
| Total fuel consumption (B) (in GJ) | 442.30 | 384.00 |
| Energy consumption through other sources (C) (in GJ) | - | - |
| Total energy consumed from renewable sources (A+B+C) – (in GJ) | 26,868.75 | 20,071.44 |
| From non-renewable sources | | |
| Total Electricity consumption – D (in GJ) | 290,442.73 | 263,468.07 |
| Total fuel consumption – E (in GJ) | 623,947.27 | 53,7296.99 |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) – (in GJ) | 914,389.99 | 800,765.06 |

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 | FY 2021-22 |
|--|------------------|------------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (ii) To Groundwater | | |
| - No treatment | 2.60 | 2.60 |
| - With treatment – please specify level of treatment | - | - |
| (iii) To Seawater | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iv) Sent to third-parties | | |
| - No treatment | 29,392.40 | 21,352.50 |
| - With treatment – please specify level of treatment | - | - |
| (v) Others | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| Total water discharged (in kilolitres) | 29,395.00 | 21,355.10 |

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:

For all manufacturing plants, no water is discharged outside the plant. Complete Domestic & Trade Effluent waste water is treated in the ETP/STP and reused or recycled.

The assessment is not verified by any external agency.

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: (1) Kingdom of Saudi Arabia (2) RRTS Project Site , Sahibabad, UP India (NCR Region) (3) Oman (4) Jaipur (TL Plant)
- (ii) Nature of operations: (1) Transmission Line construction (2) Rapid Rail Transport System construction Project, Railways (3) Jaipur Plant (Fabrication of Tower and Railway parts)

(iii) Water withdrawal, consumption and discharge in the following format:

| Parameter | FY 2022-23 | FY 2021-22 |
|---|-------------------|-------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | 43,170.00 | 48,390.00 |
| (iii) Third party water | 66,455.00 | 57,336.00 |
| (iv) Seawater/desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) | 109,625.00 | 105,726.00 |
| Total volume of water consumption (in kilolitres) | 99,167.00 | 97,565.20 |
| Water intensity per rupee of turnover (Water consumed KL/turnover rupee crore) | 6.43 | 7.76 |
| Water intensity (optional) – the relevant metric may be selected by the entity | 2.11 | 3.50 |
| Water consumed KL/Total manpower | | |
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) Into Surface water | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (ii) Into Groundwater | | |
| - No treatment | 2.60 | 2.60 |
| - With treatment – please specify level of treatment | - | - |
| (iii) Into Seawater | | |
| - No treatment | 0.00 | 0.00 |
| - With treatment – please specify level of treatment | - | - |
| (iv) Sent to third-parties | | |
| - No treatment | 7,205.20 | 5,763.60 |
| - With treatment – please specify level of treatment | - | - |
| (v) Others | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| Total water discharged (in kilolitres) | 7,207.80 | 5,766.20 |

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 independent assessment has been done by an external agency.

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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|---|------|------------|------------|
| Total Scope 3 emissions | | - | - |
| (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available) | | | |
| Total Scope 3 emissions per rupee of turnover | | - | - |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | | - | - |

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

The Company has recently started data management for scope 3 emissions and hence it is not reported.

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.

No, plant facility is in Ecological sensitive areas. Environment Impact Assessment and clearance from appropriate authorities for the projects which fall under these areas are done by respective clients. The Company ensures the approval before start of construction work and follows the consent conditions as specified in environmental clearance as per the directions of client.

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:

- The Company had identified key sustainability focus areas with measurable targets as part of its strategic sustainability roadmap for the next three to five years. It is progressing well on this front and has undertaken several measures towards transforming its operations in a sustainable manner.
- The Company's EHS policy is embedded with the objectives of reduction in environmental degradations and promotion of 3 R - (Reduce, Reuse and Recycle) to help combat the perils of climate change. The Company ensures the use of technology for protection of environment through focus on carbon emission, water, air pollution, waste management, use of renewable and clean energy.

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|--|---|---|
| 1 | Use of LPG instead of fossil fuel on bending furnaces | Conversion of 2 furnaces in Jaipur. | Reduction in 1,850 Ltr. Fossil fuel per month. |
| 2 | Use of electricity instead of fossil fuel -Induction Furnace for lower carbon emissions | Installed total 3 Angle Induction furnaces in FY 2022-23 (1 each at Jaipur, Butibori & Jabalpur). | Reduction in 140 MT GHG Emission. Approx. ₹ 6.50 lakh saving per month for all plants. |
| 3 | Installation of solar energy capacity at Jaipur & Butibori facility to increase renewable energy usage and reduce specific GHG emissions. | Total 1.604 MWp additional solar plants started in Jaipur & Butibori. Total 1.904 MWp solar captive capacity. | Reduction in GHG gas emission by 1,194 MT in FY 22- 23. |
| 4 | Low-cost KAIZENs deployment as Fuel control valve automation and Flue gas optimization by maintaining % O ₂ below 3% and Recuperator for using flue gas for preheating to improve combustion efficiency | Kaizen & Effective monitoring done by Flue Gas Analyzer. | Reduction in Fuel consumption by 2.5%. Approx. savings of ₹ 67.0 Lakh in FY 2022-23. |
| 5 | Divert Acid Neutralization Sludge Waste to cement plants for incineration and proactive working for reduction in Acid consumption, thereby reducing the amount of hazardous waste reaching the landfills | Improve Acid life to reduce the sludge generation by using Kleingarn Theory. | Reduction in Sludge Generation by 15% w.r.t FY 21-22. 21% sludge diverted other than landfill. |

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

Yes, the Company has a disaster management plan and business continuity plan.

- All our project sites and manufacturing locations have a disaster management plan specific to plant locations and project sites. The plan enumerates various scenarios on which disaster can take place and in those conditions how to deal with the same. It provides responsibility of various people in case of emergency situations and also the line of communication. The plan also gives details on resources available in the Company as well as in nearby industry so that as part of mutual aid, the same can be utilized.
- The Company has got a business continuity plan which provides guidance to deal with disasters for continuing the business and relates to with asset, people and security including IT security aspects.

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.

No adverse impact has been reported by any value chain partners. A separate code of conduct has been signed by all value chain partners which covers the need to comply with EHS regulations, labour practices, minimum wages, prohibition of child and forced labour etc. All vendors have signed the same and the audit is conducted to assess the same.

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

None. However, all supply chain participants are required to sign the form that outlines the need for compliance with laws and regulations, including environmental ones. The Company plans to evaluate the environmental implications of supply chain partners 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.

The Company is a member of 8 trade and industry chambers/associations.

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

| S. No. | Name of the trade and industry chambers/associations | Reach of trade and industry chambers/associations (State/National) |
|--------|---|--|
| 1 | Confederation of Indian Industry ('CII') | National |
| 2 | Federation of Indian Chambers of Commerce and Industry | National |
| 3 | Builders Association of India | National |
| 4 | National Safety Council | National |
| 5 | Central Board of Irrigation and Power | National |
| 6 | Bombay Chamber of Commerce & Industry | State |
| 7 | Indian Electrical and Electronics Manufacturers Association ('IEEMA') | National |
| 8 | Project Exports Promotion Council of India | National |

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

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

There were no such cases during the year.

Leadership Indicators

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

The Company engages with trade bodies and regulators for advocating public policy matters concerning Taxation, Governance & Administration, Economic Reforms and Energy Security affecting the industry as a whole. As and when the government has requested feedback from the industry, the Company has provided inputs through the industry association. The Company has been invited by stakeholders in public policy development as part of committees and task forces to share and utilize their domain expertise for the common welfare.

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

Social Impact Assessment is not carried out by the Company as required in compliance with laws such as the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

The same is carried out by respective clients. The Company ensures the implementation of social impact assessment management plan as advised by the client.

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 | Amount paid to PAFs in the FY (in INR) |
|-------|--|-------|----------|---|--------------------------|--|
| NA | NA | NA | NA | NA | NA | NA |

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

The Company is committed to support the communities in and around its operations to lead purposeful, happy & dignified lives, thereby driving "holistic empowerment" and overall well-being of the community. The Company's representatives regularly engage with communities living around it's manufacturing facilities and project sites to understand their concerns, grievances, if any which are duly recorded, and acted upon.

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

| | FY 2022-23 | FY 2021-22 |
|--|------------|------------|
| Directly sourced from MSMEs/small producers | 9% | 5% |
| Sourced directly from within the district and neighbouring districts | 33%* | 30%* |

*The neighbouring districts are assumed as all districts in same states and buying and supplying both in India is considered for all plants and sites.

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 |
|--|-------------------------|
| NA | NA |

Social Impact Assessment is not carried out by the Company. The same is carried out by respective clients. The Company ensures the implementation of social impact assessment management plan.

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 ₹) |
|-------|-------------|-----------------------|---------------------|
| 1 | Maharashtra | Hingoli | 594,512 |
| 2 | Maharashtra | Beed | 297,256 |

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)

Sustainable procurement policy includes intent to give preference to purchase from suppliers comprising marginalized/vulnerable groups subject to meeting other criteria as specified in procurement policy.

(b) From which marginalized/vulnerable groups do you procure?

None

(c) What percentage of total procurement (by value) does it constitute?

Nil

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

For conducting the business of the Company, the Company does not use any intellectual property which is based on traditional knowledge.

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.

Since the Company does not own or use any intellectual property based on traditional knowledge there are not adverse orders or disputes relating to usage of traditional knowledge.

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 | Education | 5,819 | 100% |
| 2 | Employability | 1,034 | 100% |
| 3 | Heritage | 6,000+ | 100% |
| 4 | Community Development | 553,503 | 100% |

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

Essential Indicators

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

Complaints which are received through letter or an email from customer are recorded in complaint register. The receiver arranges meeting with all concerned stakeholders to decide further qualification of complaint followed by correction. A root cause analysis is conducted and defined Corrective Action and Preventive Action ('CAPA') done to avoid future recurrences. Further CAPA implementation monitoring is done till closure of complaint.

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

| | As a percentage of 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 2022-23 | | | FY 2021-22 | | |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | - | - | - | - | - | - |
| Advertising | - | - | - | - | - | - |
| Cyber-security | - | - | - | - | - | - |
| Delivery of essential services | - | - | - | - | - | - |
| Restrictive Trade Practices | - | - | - | - | - | - |
| Unfair Trade Practices | - | - | - | - | - | - |
| Other Consumers Complaint | 37 | 3 | - | 51 | - | - |

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | NIL | NA |
| Forced recalls | NIL | NA |

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, our Company has a Cyber Security policy which is available on intranet and accessible to employees.

The Company follows the ISO/IEC 27001:2022 (Information security management systems-ISMS) framework and has developed policies including cyber security based on ISMS framework.

The ISO/IEC 27001 standard provides guidance to companies of any size and from all sectors of activity with guidance for establishing, implementing, maintaining, and continually improving an information security management system.

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

Leadership Indicators

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

The details of the Company's business can be found on its website i.e. <https://www.kecprg.com/>

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

The Company does not operate in B2C model. The Company gives training, conducts awareness sessions for its clients for the work done.

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

The Company, is not involved directly in providing essential services however it executes projects, supplies products and services to its clients such as Power utilities, Railways etc., which in turn inform consumers of any risk of disruption/discontinuation of their services.

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)

No, the Company does not display product information over and above what is mandated as per the law.

The Company carries out customer satisfaction survey through Customer feedback form from customer through physical or digital means. Customers evaluate the performance and provide rating on parameters based on the following.

- P – Productivity
- Q - Quality
- C - Cost
- D - Delivery
- S - Safety
- M - Morale

Customer Satisfaction for FY 2022-23 - **91%**

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact : There are no data breaches in FY 2022-23

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

As our business is B2B, we do not store any personally identifiable information data of customers/business.