

**Date: August 31, 2023**

<b>Listing Department, The National Stock Exchange of India, Exchange Plaza, C-1 Bandra Krla Complex, Bandra (E), Mumbai- 400051, NSE Symbol: SALASAR</b>	<b>Department of Corporate Services, The BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001, BSE Scrip Code: 540642</b>
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**SUB: Submission of Business Responsibility & Sustainability Report for the FY 2022-23 under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sir/Madam,

Pursuant to Regulation 34 (2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed copy of the Business Responsibility and Sustainability Report of Salasar Techno Engineering Limited for the financial year 2022-23. Business Responsibility and Sustainability Report is also being uploaded on the website of the Company and it can be accessed at [www.salasartechno.com](http://www.salasartechno.com).

You are requested to take the same on your records.

**Thanking you,**

**Yours faithfully  
For Salasar Techno Engineering limited,**

**Alok Kumar  
Managing Director  
DIN:01474484**

CIN No. - L23201DL2001PLC174076



Unit 1- Khasra 265, 281-283, Parsaun-Dasna, Jindal Nagar, Distt. Hapur-201313  
Unit 2- Khasra 1184, 1185, Khera, Pilkhuwa, Tehsil Dhaulana, Distt. Hapur-245304

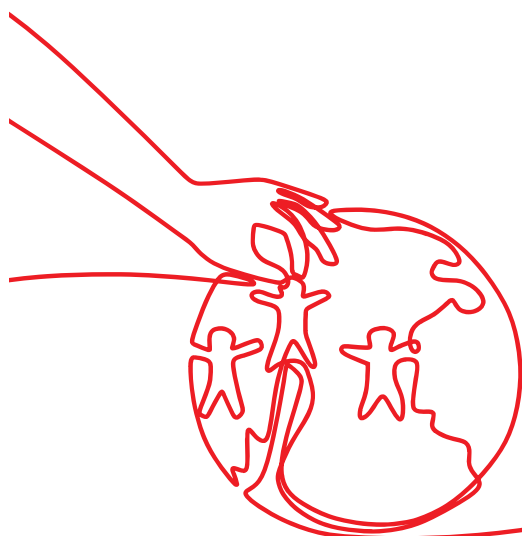
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# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity : L23201DL2001PLC174076
2. Name of the Listed Entity : Salasar Techno Engineering Limited
3. Year of incorporation : 2001
4. Registered office address : E-20, , South Extension I, New Delhi, Delhi-110049
5. Corporate address : Unit-1, Khasra No. 265, 281-283, Village- Parsaun, Dasna, P.O. Jindal Nagar, District, Hapur, Gaziabad, Uttar Pradesh-245304
6. E-mail : compliance@salasartechno.com
7. Telephone : +91-9027828618
8. Website : www.salasartechno.com
9. Financial year for which reporting is being done : April 01, 2022 to March 31, 2023
10. Name of the Stock Exchange(s) where shares are listed : NSE & BSE
11. Paid-up Capital : 31,57,05,280
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report : Jitendra Kumar Sharma  
co.secy@salasartechno.com  
+91-9027828618
13. Reporting boundary (Type of Reporting) : Standalone

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and Trading in Steel Items	Steel Structure	66.05%
2.	Turnkey Projects (Excluding steel structure)	EPC, Transmission	33.95%

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.	Steel Structure	2511(Manufacture of Structural Metal Products)	66.05%
2.	EPC Projects	4220(Construction of Utility Projects)	33.95%

## Business Responsibility & Sustainability Reporting (Contd.)

### 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	03	17	20
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	-

b. What is the contribution of exports as a percentage of the total turnover of the entity? – 12.62%

c. A brief on types of customers-

The Company is Engaged in the Manufacturing of Steel Structures such as telecom towers, railway and transmission towers, Monopoles and poles which is supply in India & abroad. The company is also into EPC segment which mainly includes EPC projects for Railways and Transmission and Distribution entities. Therefore, the customers of the company mainly includes the leading Telecom/Tower Companies of India, Indian Railways and state power corporations. Company also supplies to leading EPC companies such as Larsen & Turbo Ltd etc.

### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1077	1069	99.25%	8	0.75%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	1077	1069	99.25	8	0.75%
<b>WORKERS</b>						
4.	Permanent (F)	340	340	100%	-	-
5.	Other than Permanent (G)	969	969	-	-	-
6.	<b>Total workers (F + G)</b>	1309	1309	100%	-	-

b. Differently abled Employees and workers:

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

## Business Responsibility & Sustainability Reporting (Contd.)

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel*	6	1	16.67%

\*This also includes MD and Whole time Directors.

### 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	25.72%	-	25.72%	18.20%	-	18.20%	18.07%	-	18.07%
<b>Permanent Workers</b>	32.45%	-	32.45%	17.15%	-	17.15%	19.63%	-	19.63%

## 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.	Salasar Adorus Infra LLP	Subsidiary entity	51%	No
2.	Salasar-HPL JV	Subsidiary entity	100%	No
3.	Salasar-REW JV	Subsidiary entity	51%	No
4.	Sikka-Salasar JV	Joint-Venture	49%	No

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- (ii) Turnover (in Rs.) **1000.05 Crores**
- (iii) Net worth (in Rs.) **399.89 Crores**

## 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) <i>(If yes, then provide web-link for grievance redress policy)</i>	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes CSR Policy ( <a href="https://salasartechno.com/csr/">https://salasartechno.com/csr/</a> )	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes Code of Conduct ( <a href="https://salasartechno.com/wp-content/uploads/2022/03/code-of-conduct-Policy.pdf">https://salasartechno.com/wp-content/uploads/2022/03/code-of-conduct-Policy.pdf</a> )	0	0	Nil	0	0	Nil

## Business Responsibility & Sustainability Reporting (Contd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If yes, then provide web-link for grievance redress policy)</i>	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes Dividend Distribution Policy ( <a href="https://salasartechno.com/wp-content/uploads/2022/01/Dividend-Distribution-Policy.pdf">https://salasartechno.com/wp-content/uploads/2022/01/Dividend-Distribution-Policy.pdf</a> )	01	0	No Complaint Pending for resolution	0	0	Nil
Employees and Workers	Yes Grievances Redressal <a href="https://salasartechno.com/wp-content/uploads/2023/07/inv.pdf">https://salasartechno.com/wp-content/uploads/2023/07/inv.pdf</a> )	0	0	Nil	0	0	Nil
Customers	Yes <a href="https://salasartechno.com/wp-content/uploads/2022/01/Vigil-Mechanism-Whistle-Blower-Policy.pdf">https://salasartechno.com/wp-content/uploads/2022/01/Vigil-Mechanism-Whistle-Blower-Policy.pdf</a>	0	0	Nil	0	0	Nil
Value Chain Partners	Yes <a href="https://salasartechno.com/wp-content/uploads/2022/01/Vigil-Mechanism-Whistle-Blower-Policy.pdf">https://salasartechno.com/wp-content/uploads/2022/01/Vigil-Mechanism-Whistle-Blower-Policy.pdf</a>	0	0	Nil	0	0	Nil

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

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

S. No.	Material issue identifiedw	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.	Health & Safety	Risk	In the Steel structure manufacturing Industry can impact people.	The company always emphasis on health & safety of the of the employees by conducting regular safety training & programs. The company also have health and safety monitoring committee in place to monitor and promote safety & health of its employees	Negative
2.	Business Ethics	Risk	This may impact brand and trust of stakeholders	Salasar Code of Conduct Monitoring Mechanism to ensure ethical conduct	Negative

## Business Responsibility & Sustainability Reporting (Contd.)

S. No.	Material issue identifiedw	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)
3.	Employee Development	Opportunity	This may improve employee competence, skill and knowledge which is key for organizational growth	Learning and Development opportunities for Various Level of Employees	Positive
4.	Regulatory issues and Compliances	Risk	Non-compliance may impact the brand image and customer trust and engagement	Adherence to compliance monitoring system	Negative
5.	Energy Efficiency	Opportunity	This may minimize the greenhouse gas (GHG) emission, Improve resource efficiency, cost saving, cleaner environment etc.	Energy Saving assessments, key initiative to optimize energy efficiency. Focus on renewable source of energy etc.	Positive

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	No
c. Web Link of the Policies, if available	<a href="https://salasartechno.com/investors-newsroom/">https://salasartechno.com/investors-newsroom/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Truste a) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the policies are compliant with respective principles of NGRBC guidelines, the Companies Act, 2013, and comply to international standards of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 3824-2:2021 & BS EN 1090-1:2009 as applicable to respective policies.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company is committed to the principles of NGRBCs. Specifically on climate change, the company has taken several initiatives to conserve water and adopt efficient waste management practices. However, a detailed goal setting exercise on various parameters is underway.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance shall be reported once the targets are fixed, while the initiatives during the year resulted in reduction in Green Houses Gases (GHG) intensity, and reduction in the intensity of electricity usage.								

## Business Responsibility & Sustainability Reporting (Contd.)

Governance, leadership and oversight																
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.																
<i>We are committed to implementing innovative approaches to adapt the methodologies and techniques for sustainable development.</i>																
<i>Our ultimate goal is to contribute to making the world a better place by implementing impactful actions that are relevant to our business and the communities we operate in. We continually assess our performance in relation to these objectives and strive to achieve the systematic implementation of circular economy principles, safe work practices, the well-being of our employees and workers with social security, and the application of digital innovations to enhance process efficiency and effectiveness.</i>																
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).											Mr. Alok Kumar Managing Director DIN: 01474484					
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 a well-defined ESG Department who seeks the decision from the MD on various aspects of the environmental and social issues of the Company.					
10. Details of Review of NGRBCs by the Company:																
Subject for Review																
Indicate whether review was Frequency (Annually/ Half yearly/ undertaken by Director / Quarterly/ Any other – please specify) Committee of the Board/ Any other Committee																
P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9 P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9																
Performance against above policies and follow up action											All the policies of the Company are either approved by the Board or MD of the Company. Such policies are reviewed periodically or on a need basis by the board/ board committee / MD. During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented.					
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances											The Company complies with the applicable rules and regulations and principles as are applicable.					
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					
											The Company's Quality, Environment, Occupational Health & Safety Management Systems are audited and certified as per ISO 9001:2015, 14001:2015 & 45001:2018 Standards. The Company's Tower Manufacturing Plants/process are certified by with ISO 3824-2:2021 and EN ISO 1090-1:2009.					

## Business Responsibility & Sustainability Reporting (Contd.)

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

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

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

#### PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

##### Essential Indicators

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

Segment	Total No. of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness program
Board of Directors	04	Business, Strategy, risks and Legal Compliances	100%
Key Management Personnel	03	Anti-bribery and anti-corruption, Salasar code of Conduct etc.	100%
Employees other than BODs and KMPs	13	Occupational health and Safety, Ethical Conduct, Human Rights, Customer Support, Environmental Management System etc.	82%
Workers	24	Fire Emergency and classification of Fire, Motivating for Safe work, social conditions etc.	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil	Nil	Nil	Nil	
Punishment	Nil	Nil	Nil	Nil	



## Business Responsibility & Sustainability Reporting (Contd.)

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
Nil	Nil

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

Yes. The Company has in place the Anti-Bribery Anti-Corruption Policy in its code of conduct and code of conduct for customers and suppliers which provides for measures to detect and prevent corruption activities. The policy applicable on the employees, subsidiaries, joint ventures, Suppliers and Contractors working with SALASAR and all other individuals or entities with which SALASAR deals or enters transactions in India or abroad. It emphasizes critical areas of the business where corruption, specifically bribery, is likely to occur, such as gifts, hospitality, political & charitable donations etc. The Company has implemented the Anti Bribery Anti-Corruption Policy (AAC) policies to provide a framework for identifying and managing the risks associated with bribery and corruption, particularly in the context of interactions with government/public officials. The policies are available at the web-link i.e Investors & Newsroom - Salasar Techno Engineering Ltd.

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

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

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

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

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

### Leadership Indicators

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

Total No. of awareness programs held	Topics/ principle covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
-	-	-

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. Conflict of interest refers to a situation of conflict between Board Members' personal interests (which may be financially or otherwise) and his / her duty as a Director of the Company. The Company does have a practice to obtain signed Annual Disclosure from each director at the beginning of the financial year. Further, each director is duty-bound to give signed disclosure to the Company with respect to any change in his / her interest during the financial year. As a process, the interested director is not allowed to participate in the discussion and vote on the business item taken up for approval in which the concerned director remains present.

## Business Responsibility & Sustainability Reporting (Contd.)

### PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

#### Essential Indicators

- 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

	Current financial year	Previous financial year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

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

Yes. The company has a well-defined Supplier Code of Conduct, which incorporates different areas of what is expected of SALASAR suppliers in accordance with the company's Values. The Company has laid adequate emphasis on sustainable sourcing practices such as consolidation of requirements, coordination with the planning team to reduce material wastage, optimize inventory, maximize equipment efficiency, and manage the life cycle cost of procured items. These steps are reinforced in the supply chain processes right from requirement gathering, vendor development, value engineering, awarding of the order, successful order execution, and a periodic vendor evaluation mechanism. The Supplier Code of Conduct covers anti-bribery requirements. The Company also conforms to responsible sourcing with respect to emissions, safety, human rights, and ethics, apart from the economic considerations as part of the sourcing procedure. Conformity to labor principles and related laws are mandatory qualification requirements for all supplies and services.

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

The company's main material suppliers are well-known companies that have obtained essential ISO certifications related to environmental protection, product quality, and human rights protection within their organization.

- 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)	NA*
(b) E-waste	NA*
(c) Hazardous waste	NA*
(d) other waste.	NA*

\*(NA - Not Applicable): Since the company is not a consumer goods company, it is a Manufacturing of steel structure & EPC company involved in Power Transmission & Distribution, Railways, steel structure. Hence, there is no specific product to reclaim at the end of its life. However, appropriate measures are implemented to recycle, reuse and dispose the waste generated during the course of manufacturing, maintenance and execution on the project sites, ensuring compliance with the regulatory requirements.

- 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.

#### Leadership Indicators

- 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?

LCA has not been conducted as of now. However, the Company plans to carry out LCA for some products/service in the portfolio in the upcoming year.

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

## Business Responsibility & Sustainability Reporting (Contd.)

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

Name of Product/Service	Descriptions of the risk/ concern	Action taken
N/A	N/A	N/A

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

Indicate input Material	Recycled or re-used input material to total material	
	FY-2022-23 (Current financial Year)	FY-2021-22 (Previous Financial Year)
NA	NA	NA

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastic (Including Packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

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
NA	NA

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
<b>Male</b>	1069	648	60.62%	1069	100%	-	-	-	-	-	-
<b>Female</b>	8	-	-	05	62.5%	8	100%	-	-	-	-
<b>Total</b>	1077	648	60.62	1074	99.72%	-	-	-	-	-	-
<b>Other than permanent employee</b>											
<b>Male</b>	-	-	-	-	-	-	-	-	-	-	-
<b>Female</b>	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

## Business Responsibility & Sustainability Reporting (Contd.)

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	340	340	100%	340	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	340	340	100%	340	100%	-	-	-	-	-	-
<b>Other than Permanent Workers</b>											
Male	969	592	61.09%	969	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	969	592	61.09%	969	100%	-	-	-	-	-	-

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	67%	100%	Yes	73%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI*	52%	100%	Yes	60%	100%	Yes

\*Applicable to employees as per the threshold limit prescribed under the specific Act.

### 3. Accessibility of workplaces

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

Yes, The Company has conducted a detailed survey/study of requirements for accessibility for differently abled people at our necessary measures have been implemented at offices and other locations.

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

The Company abides by its Equal Opportunity Policy, which emphasizes its dedication to providing equal opportunities to all, including individuals with disabilities.

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

Gender	Permanent Employee		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

## Business Responsibility & Sustainability Reporting (Contd.)

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.

	Yes/No (If Yes, then give details of mechanism in brief)
<b>Permanent Workers</b>	<b>Yes</b> Salasar Techno Engineering Limited has implemented a) Grievance Redressal Policy, b) Whistle Blower Policy, among others. The employees / workers can raise their grievances under respective policies based on subject matter. Employees / Workers can report any grievances related to their association with the Company by sending an email to HR Department- mstyagi@salasartechno.com. For any whistleblower complain, it can be reported by calling on helpline number at +91-7830285494 or by sending a complaint letter on the company address – Salasar Techno Engineering Limited, Unit-I, Khasra No. 265, 281-283, Vill. Parsaun, Dasna, Hapur, UP-201313.
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	

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

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

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On health and safety measure		On Skill upgradation		Total (D)	On health and safety measure		On Skill upgradation	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
<b>Employees</b>										
<b>Male</b>	1069	683	63.89%	590	55.09	892	544	60.98%	490	54.93%
<b>Female</b>	8	-	-	-	-	5	-	-	-	-
<b>Total</b>	1077	683	63.41%	590	54.78%	897	544	60.64%	490	54.62%
<b>Workers</b>										
<b>Male</b>	340	285	83.23%	235	69.11	466	363	77.89%	320	68.66%
<b>Female</b>	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	340	285	83.23%	235	69.11%	466	363	77.89%	320	68.66%

## Business Responsibility & Sustainability Reporting (Contd.)

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	1069	783	73.24%	892	592	66.36%
Female	8	5	62.5%	5	4	80.00%
<b>Total</b>	1077	788	73.16	897	596	66.44%
<b>WORKERS</b>						
Male	340	340	100%	466	466%	100%
Female	-	-	-	-	-	-
<b>Total</b>	340	340	100%	466	466	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? - The Company has implemented Occupational Health and Safety Management system implemented across the organization.

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

All business units have a systematic activity conducted for identification of hazards originating from occupational activities regularly. The risks are categorised based on frequency and severity. The risks which are rated high in terms of severity, are considered critical and actions are taken to minimise/eliminate the risks. In certain cases, irrespective of lower probability of any risk if they are perceived critical, actions are taken to mitigate them.

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

Yes, we have a defined process. The workers are provided with awareness trainings at all stages right from identification of hazardous activities, risk associated and the outcome of such activities. Workers are provided with appropriate communication channels to help them report any work-related hazards such as daily meetings, weekly safety committee with the head of the department and project leadership teams. Monthly safety committee meetings are conducted to discuss the performance and issues, which may affect EHS performance

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

Yes, they are provided with the facility as per need basis

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.58	0.58
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	2	-
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:

All conditions of the workplaces are assessed thoroughly. It is ensured that workplaces have safe and conducive environment. Whenever, workplace (sites/plant areas) are found unfit to work, those areas are prohibited to work until repaired. Frequent internal audits, safety walk downs are undertaken. The company ensures in staying updated of the occupational / contagious diseases to maintain healthy workplace and preventive measures are implemented. Workers

## Business Responsibility & Sustainability Reporting (Contd.)

are also provided with safety induction during the joining process.

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

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

14. Assessments for the year:

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

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.

1) All incidents are duly investigated, lesson learnt are disseminated and corrective actions are initiated immediately.

### Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
  - Employees (Y/N) : **YES**
  - Workers (Y/N): **YES**
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.  
The Company conducts statutory compliance reviews and due diligence assessments on a regular basis to ensure strict adherence to the regulations governing dues deduction. The Company ensures all applicable clauses regarding statutory dues are incorporated in agreement with value chain partners.
- Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	-	-	-	-
Workers	2	-	-	-

- 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)**  
**Yes**, subject to requirements, The company provides opportunity for engagement on specific projects/assignments across the company.
- 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	-
Working Conditions	-



## Business Responsibility & Sustainability Reporting (Contd.)

- 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. – Significant Risks/concerns if any related to health & safety practices & working conditions are evaluated during the assessment.

No such assessment done during FY 2022-23.

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

#### Essential Indicators

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

Stakeholders are groups of individuals that have an influence or can be influenced by the Company, directly or indirectly. SALASAR has identified its internal stakeholders like employees, leadership team, senior executives, workers, etc. by conducting multiple interaction sessions as well as reviewing key documents of the Company like the charter and organizational chart. The external stakeholders like customers, regulatory authorities, suppliers, communities etc. were identified with the help of some business cases or understanding the entire value chain of the company and listing them out.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Engagement surveys, notices, training and development initiatives, get-togethers, cultural events.	As an when required	Employee engagement, employee capability development, career progression, Reward and Recognition, enabling work culture and work life balance.
Investors and Shareholders	No	Quarterly earing calls, investors presentation, Press Release and Financial Reports, communication of financial results via prominent newspaper.	Quarterly (In case of AGM Annually)	Financial performance, Protection of right of all stakeholders, robust strategy for long-term value creation.
Customers	No	Client Meetings, Periodic Project review meetings.	Quarterly	Product Pricing, IT Deployment, Customer privacy and data protection, customized solution.
Suppliers	No	Site Visit and inspection, Suppliers Annual Visit, Regular interaction	Annually	On-time settlement of invoices, fair registration and procurement process.
Communities	Yes	Community projects, Awareness workshop.	Ongoing	Transparency, Advancing sustainability, ethical, contribution to community welfare.
Government and regulatory authorities	No	Responding to government circulated notifications, statutory filling and disclosures.	As per when required	Disclosure corporate governance, adequacy of solvency fair and transparent reporting, timely compliances.

#### Leadership Indicators

- 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.



## Business Responsibility & Sustainability Reporting (Contd.)

The Company conducts a thorough assessment of its material issues by consulting with its key stakeholders to determine the importance of environmental, social, and governance issues to the Company. This evaluation involves a systematic approach where the inputs of stakeholders are gathered, and the feedback is then compiled and presented to the Business Heads. The board of the Company has several committees, including the Stakeholder Relationship Committee, Corporate Social Responsibility Committee, and Risk Management Committee. Accordingly, during the quarterly management review meetings annual general meetings and other board – level meetings, these committees review the inputs provided by the stakeholders are discussed and devise an action plan is devised to address them. These inputs from stakeholders also help the Company to develop its business strategy. The relevant updates are provided to the board/respective committees of the board on a periodic basis

- 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. SALASAR undertook a materiality assessment and proactively engaged with the organization's important external and internal stakeholders. Their inputs were considered in identification of the key ESG topics for the Company

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

No instances occurred.

### PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

#### Essential Indicators

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1077	1077	100%	897	897	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	1077	1077	100%	897	897	100%
<b>Workers</b>						
Permanent	340	340	100%	466	466	100%
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	340	340	100%	466	466	100%

## Business Responsibility & Sustainability Reporting (Contd.)

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
<b>Employees</b>										
<b>Permanent</b>	1077	147	13.64	930	86.35%	897	80	8.91%	817	91.08%
Male	1069	147	13.75	922	86.25%	892	80	8.97%	812	91.03%
Female	08	-	-	08	100%	05	-	-	05	100%
<b>Other Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	340	340	100%	-	-	466	466	100%	-	-
Male	340	340	100%	-	-	466	466	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	03	₹ 246.05 Lakhs	01	₹63.89 Lakhs
Key Managerial Personnel	02	₹ 47.29 Lakhs	00	-
Employees and Workers other than BoD and KMP	1405	₹ 3,945.95 Lakhs	06	₹37.39 Lakhs

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, SALASAR is dedicated to safeguarding human rights throughout its entire value chain, including its workers, employees, and other key stakeholders involved in its operations. To ensure transparency, fairness, and equality, SALASAR has established systems and practices. SALASAR's Corporate Human Rights Policy provides guidelines for parties to follow when conducting business with SALASAR. These guidelines include adhering to all applicable human rights laws and national laws, avoiding human rights abuses, respecting the rights of people in communities impacted by business activities, and treating everyone fairly and without discrimination. SALASAR's Corporate Human Rights Policy extends to its subsidiaries, joint ventures, suppliers, vendors, and contractors. The Human Rights policy is available internally for the stakeholders of the company. There is a dedicated officer of SALASAR for addressing human rights issues. If any employees have concerns or complaints regarding the violation of human rights, they can report them to [mstyagi@salasartechno.com](mailto:mstyagi@salasartechno.com).

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

We have a grievance redressal policy that deals with such issues, for redressing grievances related to human rights issues. If any employees have concerns or complaints regarding the violation of human rights, they can report them on [mstyagi@salasartechno.com](mailto:mstyagi@salasartechno.com).

## Business Responsibility & Sustainability Reporting (Contd.)

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	No Complaint Received	Nil	Nil	No Complaint Received
Discrimination at workplace	Nil	Nil	No Complaint Received	Nil	Nil	No Complaint Received
Child Labour	NA	NA	NA	NA	NA	NA
Forced Labour/Involuntary Labour	Nil	Nil	No Complaint Received	Nil	Nil	No Complaint Received
Wages	Nil	Nil	No Complaint Received	Nil	Nil	No Complaint Received
Other human rights related issues	Nil	Nil	No Complaint Received	Nil	Nil	No Complaint Received

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

The Company has an institutionalized mechanism of dealing with complaints of sexual harassment through a formal POSH committee constituted in line with the Company's Policy on the 'Anti Sexual Harassment policy'. The Company has complied with provisions under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the same.

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

**YES**

9. Assessments for the year:

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

No concerns were raised during the reporting period.

### Leadership Indicators

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

The company has processes to address any human rights grievances or complaints, e.g., Grievance redressal policy, Prevention of Sexual Harassment at Workplace policy, corporate Human rights policy etc.

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

Human Rights Due Diligence was not conducted during the reporting year.

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

Yes, Most of our company premises are accessible to differently abled employees and visitors.

## Business Responsibility & Sustainability Reporting (Contd.)

### 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	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Others – please specify	-

**Note:** Value chain partners such as material suppliers, contractors are evaluated periodically. However, major material suppliers including raw material, capital machineries and high value suppliers are assessed based on Salasar Code of Conduct and parameters such as child labour, forced labour, sexual harassment, discrimination.

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

No concerns were raised during the reporting year.

## 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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)(TJ)	12.12	9.76
Total fuel consumption (B)(TJ)	46.88	37.62
Energy consumption through other sources (Solar Energy) (C)(TJ)	1.69	2.02
<b>Total energy consumption (A+B+C)(TJ)</b>	60.69	49.41
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	6.05 x10 <sup>-9</sup>	7.12x10 <sup>-9</sup>

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.

No.

## Business Responsibility & Sustainability Reporting (Contd.)

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

<b>Water withdrawal by source (in kilolitres)</b>		
<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-23 (Previous Financial Year)</b>
(i) Surface water	-	-
(ii) Groundwater	25707.5	10425.5
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>25707.5</b>	<b>10425.5</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>25707.5</b>	<b>10425.5</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0000025</b>	<b>0.0000015</b>

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

No.

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

Yes, Company is having three plants situated in hapur, UP, the company is having Zero Liquid Discharge mechanism in its plant-I, being flux regeneration system is used. In Plant-II and Plant III, ETP is used to treat the discharged water. Treated water is again used in GI Plant. The water discharged in shape of sludge is sold to government authorized recycler.

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

<b>Parameter</b>	<b>Please specify unit</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
NOx	mg/Nm <sup>3</sup>	11.5	12.6
SOx	mg/Nm <sup>3</sup>	9.7	4.8
Particulate matter (PM)	PM	40	38
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
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.

Yes, Environmental monitoring is done by the agency Global Enviro Laboratories, at various plants and project site locations.

## Business Responsibility & Sustainability Reporting (Contd.)

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	No Assessment Conducted during the period.	
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

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

As a Company that focuses on environment-friendly practices, the company recognizes the need to implement measures to reduce emissions caused using fuel. SALASAR has at various office and manufacturing locations, the company is replacing conventional light fittings with energy efficient LED lights. We have replaced light diesel oil (LDO) with alternate fuel LPG to reduce GHG emissions. The company installed the Solar Power Plant to utilize the green energy instead of Fuel Energy.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)(in MT)</b>	-	-
E-waste <b>(B)(In MT)</b>	0.12	-
Bio-medical waste <b>(C)(in MT)</b>	-	-
Construction and demolition waste <b>(D)</b>	-	-
Battery waste <b>(E)</b>	-	-
Radioactive waste <b>(F)</b>	-	-
Other Hazardous waste. Please specify, if any. <b>(G)(in MT)</b>	9.825	7.075
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Process Waste	5070.67	5348.67
Zinc Ash	455.79	411.66
<b>Total (A+B + C + D + E + F + G + H)</b>	5536.40	5767.40
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	5526.58	5760.33
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>		

## Business Responsibility & Sustainability Reporting (Contd.)

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>	-	-
(i) Incineration	-	-
(ii) Landfilling	9,825	7,075
(iii) Other disposal operations	-	-
<b>Total</b>	-	-

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

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 waste generated is segregated and collected at our manufacturing plants. Effluents are treated through ETP, While ETP sludge is disposed to authorized recycler from plants and sites. Other hazardous waste is also disposed to approved and authorized recyclers. Metallic waste like structural steel, Mild stainless steel, zinc ash and E-waste generated from plants is sold to the authorized recycler.

10. 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.
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The Company does not have any plants and offices in the above-mentioned areas. Where EPC operations are carried out at the projects sites environmental approval and clearance are obtained by the clients/owner of the project.

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
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In Case of EPC operations of company environmental impact assessment of project are undertaken by the client/owner of the project.

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:

The entity is compliant with the environmental laws.

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
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Nil

## Business Responsibility & Sustainability Reporting (Contd.)

### 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	FY2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)(In TJ)	1.69	2.02
Total fuel consumption (B)(In TJ)	-	-
Energy consumption through other sources (C)(in TJ)	-	-
<b>Total energy consumed from renewable sources (A+B+C)(TJ)</b>	<b>1.69</b>	<b>2.02</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)(In TJ)	12.12	9.76
Total fuel consumption (E)(In TJ)	46.88	37.62
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)(TJ)</b>	<b>59.00</b>	<b>47.38</b>

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

No.

2. Provide the following details related to water discharged:

Parameter	FY2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- 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	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilo litres)</b>	<b>-</b>	<b>-</b>

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

No.



## Business Responsibility & Sustainability Reporting (Contd.)

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- (i) Name of the area
- (ii) Nature of operations

Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	<b>25707.53</b>	10425.05
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	<b>0.0000025</b>	0.0000015
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

Currently, the company does not have an assessment of operations that could be in water stressed area, same would be done in the coming years

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

No.

## Business Responsibility & Sustainability Reporting (Contd.)

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	No Assessment conducted.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

No.

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

NA.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of a 535 KW rooftop solar plant at the Unit 3 Plant.	SALASAR has installed a 535 KW rooftop solar plant at a factory situated in Hapur, U.P. which generates 5.62 Lakh units	This project has resulted in an emissions savings of GHG reduction and using potential to save natural resources.

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

Yes, the company has implemented emergency preparedness plans at each project site to effectively handle emergency situations. These plans include response procedures aimed at preventing and mitigating hazards, risks, and environmental impacts associated with emergencies. The plans also encompass provisions for first aid. In the event of an emergency, a thorough investigation will be conducted, and appropriate preventive measures will be taken to prevent future recurrences. We ensure that relevant information and training on emergency preparedness and response are provided to all stakeholders. Additionally, the duties and responsibilities of all workers are regularly communicated.

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.

We have received no reports of any major adverse impacts from our partners in the value chain. Our vendors and service providers are expected to adhere to a SALASAR Supplier/customer Code of Conduct that covers compliance with environmental regulations, health and safety standards, labor practices, human rights, minimum wage requirements, freedom of association, the prohibition of child labor and forced labor, ethical behavior, transparent business processes, and environmental conservation.

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

The company endeavors that all its value chain partners comply with the policies of the company. The certification of SALASAR Supplier Code of Conduct is obtained from all major material suppliers which covers the need for compliance including environmental regulations. We are working towards bettering our evaluation and auditing mechanism and making it more specific to Sustainability requirements as well as our material points.

## Business Responsibility & Sustainability Reporting (Contd.)

### 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:- 04
- 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: Total 04

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	IEEMA	National
2	Project Export Promotion Council of India	National
3	EEPC India	National
4	Federation of Indian Export organization	National

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

Name of Authority	Brief of The Case	Corrective action taken
Nil	Nil	Nil

#### Leadership Indicators

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

SALASAR does not engage in any form of lobbying activities. However, it actively works for improvement of public good and therefore engages with business forums and trade associations. SALASAR's senior executives are active members of industry bodies that participate in the development of public policy that addresses issues affecting industry, business, and clients.

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domene (Y/N)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if Available
	NA	NA	NA	NA	NA

## Business Responsibility & Sustainability Reporting (Contd.)

### PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

#### Essential Indicators

- 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)
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NIL

- 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 in the FY (In INR)
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No rehabilitation and resettlement were undertaken by the entity during the reporting year

- Describe the mechanisms to receive and redress grievances of the community. The CSR team and Projects/Plant teams are in regular connection with the community in and around the Plant as well as Project site locations. This regular engagement with the key community stakeholders ensures that the grievances are addressed at the local level. The Plant & Site location teams are the first point of contact for the local communities and the redressal takes place mostly on one-on-one basis.
- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	19.20%	8.59%
Sourced directly from within the district and neighbouring districts	-	-

#### Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S.No.	State	Appraisal District	Amount Spent (In INR)
1.	Uttar Pradesh	Ghaziabad	30,94,617
2.	Uttar Pradesh	Meerut	6,50,000
3.	Uttar Pradesh	Noida	5,00,000
4.	Delhi	Delhi	21,80,000
5.	Madhya Pradesh	Bhilai	7,00,000

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)  
No
  - From which marginalized /vulnerable groups do you procure?  
Not Applicable
  - What percentage of total procurement (by value) does it constitute?  
Not Applicable

## Business Responsibility & Sustainability Reporting (Contd.)

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:

Not Applicable

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.

Not Applicable

6. Details of beneficiaries of CSR Projects.

S.No.	CSR Project	No. of Persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Shakti Shalini	162	All The CSR projects include beneficiaries from vulnerable and marginalized backgrounds including women, children, persons with disabilities, the elderly, Scheduled Caste, Scheduled Tribe, Other backward classes, etc. No bifurcation of such data was done in this financial year.
2.	Rotary Foundation (India)	2000	
3.	Seva Samarpan Kalyan Samiti	200	
4.	Vinayak Charitable Eye Hospital Trust	1500	
5.	Rotary Noida	337	
6.	Goonj	350	
7.	Planet abled India foundation	4	

### PRINCIPLE 9 : BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

#### Essential Indicators

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

The Company does not provide/sell its products or services to end consumers. The products and services supplied by SALASAR are generally industrial inputs that are used for commercial purposes and not by end consumers. The company is also executing infrastructure projects, in such case it receives satisfactory project completion report which signifies its quality of work, project execution skills, ethical business dealings and compliance with agreed specifications and contractual requirements in a manner that results in high degree of customer satisfaction.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23 (Current financial Year)		FY 2021-22 (Previous Financial Year)	
	Received during the Year	Pending resolution at the end of the year	Received during the Year	Pending resolution at the end of the year
Data Privacy	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil

## Business Responsibility & Sustainability Reporting (Contd.)

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

	Number	Reason for recall
Voluntary Recalls	NA	NA
Forced Recalls	NA	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. Cyber security practices are being implemented under the guidance of Risk Management Committee of the Company. These Practices are grouped into people, process, and technology control areas under the Company-wide Cyber Security Assurance Framework. Employee awareness on cybersecurity is being enhanced through initiatives such as online cyber security awareness campaign on phishing and e-mail securities. Network devices, server operating system and hardware are upgraded periodically. The Company also actively monitors security logs to detect any malicious attempt and takes the necessary to mitigate the risk. Adequate data safety is ensured during its creation, storage, transit, and retrieval. The policy is available in the internal portal of the company.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services: None

### Leadership Indicators

Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available):-  
Website – [www.salasartechno.com](http://www.salasartechno.com).

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

Not Applicable.

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

Not Applicable.

3. 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)

Yes. the towers manufactured by SALASAR carry adequate labeling and codes thereby providing adequate information to Clients. The Company also displays Client specified information viz. Client name, the project name for which the tower is being supplied etc. SALASAR seeks feedback from its clients on the completion on of project. In EPC business, Customer satisfaction is noted at "Project Completion Certificate" and various clients across all businesses have issued satisfactory project Completion Certificate during FY 2022-23.

4. Provide the following information relating to data breaches:

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

Nil

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

Nil