

SECTION A: GENERAL DISCLOSURES

I.	Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L05190KA1921PLC036321	
2	Name of the Listed Entity	Ingersoll-Rand (India) Limited	
3	Year of incorporation	01-12-1921	
4	Registered office address	1st Floor, Subramanya Arcade, No. 12/1, Bannerghatta Road, Bangaluru - 560029 Karnataka	
5	Corporate address	1st Floor, Subramanya Arcade, No. 12/1, Bannerghatta Road, Bangaluru - 560029 Karnataka	
6	E-mail	p_r_shubhakar@irco.com	
7	Telephone	+91 80 46855100	
8	Website	http://www.irco.com	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2022	31-03-2023
	Previous Financial Year	01-04-2021	31-03-2022
	Prior to Previous Financial year	01-04-2020	31-03-2021
10	Name of the Stock Exchange(s) where shares are listed		
	Details of the Stock Exchanges		
	Sr. No.	Name of the Stock exchange	Description of other stock exchange
	1	NSE	
	2	BSE	
11	Paid-up Capital (In Rs)	31568000.00	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	P R Shubhakar	
	Contact	+91 80 46855100	
	E mail	p_r_shubhakar@irco.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).	Standalone basis	

II. Products/services				
14	Details of business activities (accounting for 90% of the turnover)			
Details of business activities (accounting for 90% of the turnover)				
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity	
1	Air Solutions - Manufacturing of Air Compressors, Manufacturing of spare parts and components, Installation and commissioning and Manufacturing of air accessories.	Other manufacturing activities	100.00%	
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Products/Services sold by the entity (accounting for 90% of the entity's Turnover)				
Sr. No.	Product/Service	NIC Code	% of total Turnover contributed	
1	Manufacture of other pumps, compressors, taps and valves etc.	28132	92.00%	
2	Installation of industrial machinery and equipment.	33200	5.00%	
NIC Code list link:		https://www.ncs.gov.in/Documents/NIC_Sector.pdf		
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	1	7	8
	International	0	0	0
17	Markets served by the entity			
A	Number of locations			
	Locations	Number		
	National (No. of States)	28		
	International (No. of Countries)	8		
B	What is the contribution of exports as a percentage of the total turnover of the entity?	22.80%		
C	A brief on types of customers	Compressed air is an integral part of modern manufacturing industries. Air compressors are used for increase in productivity, precision and speed in a broad range in industries. The Company's products are primarily sold to industries in the automotive, metals, pharmaceutical and textile sectors		

IV.	Employees							
18	Details as at the end of Financial Year							
A.	Employees and workers (including differently abled)							
Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1	Permanent (D)	374	336	89.84%	38	10.16%	0	0.00%
2	Other than permanent (E)	131	123	93.89%	8	6.11%	0	0.00%
3	Total employees(D + E)	505	459	90.89%	46	9.11%	0	0.00%
WORKERS								
4	Permanent (F)	161	161	100.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	384	379	98.70%	5	1.30%	0	0.00%
6	Total workers (F + G)	545	540	99.08%	5	0.92%	0	0.00%
B.	Differently abled Employees and workers:							
Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%
19	Participation/Inclusion/Representation of women							
		Total (A)	No. and percentage of Females					
			No. (B)	% (B / A)				
	Board of Directors	6	2	33.33%				
	Key Management Personnel	2	0	0.00%				
20	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)							
			Turnover rate in current FY (2022-23)	Turnover rate in previous FY (2021-22)	Turnover rate in the year prior to the previous FY (2020-21)			

		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	8.99%	21.62%	0.00%	10.29%	10.33%	20.77%	0.00%	11.94%	1.65%	0.00%	0.00%	1.47%
	Permanent Workers	0.62%	0.00%	0.00%	0.62%	1.23%	0.00%	0.00%	1.22%	0.61%	0.00%	0.00%	0.61%
V.	Holding, Subsidiary and Associate Companies (including joint ventures)												
21	(a) Names of holding / subsidiary / associate companies / joint ventures												
	Holding, Subsidiary and Associate Companies (including joint ventures)												
Sr. 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	Ingersoll Rand US Inc	Holding			1.00%	Yes							
2	Ingersoll Rand Industrial US Inc	Holding			74.00%	Yes							
VI.	CSR Details												
22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)								Yes				
	(ii) Turnover (in Rs.)								11507900000.00				
	(iii) Net worth (in Rs.)								5780300000.00				

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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2022-23)			PY (2021-22)			(If NA, then provide the reason)
				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	No		0	0	Not Applicable	0	0	Not Applicable	
	Investors (other than shareholders)	No		0	0	Not Applicable	0	0	Not Applicable	
	Shareholders	Yes	https://www.irco.com/en-in/	299	25	Complaints, queries, and requests	187	0	Complaints, queries, and requests	
	Employees and workers	Yes	https://www.irco.com/en-in/	0	0	Not Applicable	0	0	Not Applicable	
	Customers	Yes	https://www.irco.com/en-in/	824	0	Complaints, queries, and requests	645	0	Complaints, queries, and requests	
	Value Chain Partners	Yes	https://www.irco.com/en-in/	1866	3	Complaints, queries, and requests	1114	0	Complaints, queries, and requests	

24	Overview of the entity's material responsible business conduct issues				
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					
Sr. 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	Climate change action and response (Energy use)	O	1. Savings from use of renewable energy 2. Using energy efficient products for manufacturing. 3. Lower operational costs, increased resiliency	Not applicable	Positive Implications
2	Climate change action and response (Energy use)	R	Climate change related risks are steadily becoming more relevant in our business. This may be in the form of strategic risks, physical risks and transitional (market and compliance) risks, which if not managed properly, can affect our operation and profitability.	Our parent organization has set its 2030 and 2050 goals to mitigate climate change. The goals are focused on reducing greenhouse gas emissions and energy use, creating safer water for our communities and reduced waste to landfill. Our manufacturing facility at Naroda has established site-specific key performance targets in line with our parent organization's goals and targets. Please refer to Section B, Questions 5 and 6 for details on risk mitigations.	Negative Implications
3	Product Stewardship, New Product Development and Innovation	O	1. Implementation of environmental aspects in manufacturing of products 2. Development and adoption of Product Stewardship Policy. 3. The ability to increase market share and the ability to reduce Scope 3 emissions.	Not Applicable	Positive Implications
4	Product Stewardship, New Product Development and Innovation	R	ability to develop new products and technologies can impair the Company's competitive position, which could affect the sales and market share.	IR India has continued to invest in technology innovation to sustain its leadership position and be the pioneer of best-in-class solutions for its customers. Product lifecycle is monitored continuously. R&D for new product development focuses on energy efficiency, use of environmentally friendly and recyclable material, and use of current technologies. This year, IR India has added new products that are energy efficient (5-15% improvement in energy efficiency) and is in the process of developing hydrogen compressor which will contribute to sustainable practices.	Negative Implications
5	Labor and employee matters: Employee Wellbeing and Talent management; Human Rights and diversity, equity, and inclusion	O	1. Employee Wellbeing is very important for the productivity and operations of the company. 2. Upskilling of employees will result in increased productivity. 3. Identifying skills and diverse perspective of employees 4. Implementing the skills of the employees in the right way to get the desired output	Not Applicable	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8
Policy and management processes								
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	http://www.irco.com	http://www.irco.com	http://www.irco.com	http://www.irco.com	http://www.irco.com	http://www.irco.com	http://www.irco.com	http://www.irco.com
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	No	No	No	No	No	No	No	No
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	No	No
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 14001:2015	ISO 45001:2018			ISO 14001:2015		
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.			Zero Lost Time incident rate (LTIR), Zero Total recordable incident rate (TRIR), 900 EHS concerns been reported, 2940 instances of behaviour based safety, 48 cases of near miss reporting,			Increase generation of renewable energy to 965000 KWH, Reduce hazardous waste generation to 65 pounds/KEH, Reduce non-hazardous waste generation to 8273 pounds/KEH, Reduce total raw water consumption to 142 KL/KEH, Reduce electricity power consumption to 11624 KWH/KEH, Reduce natural gas consumption to 279 SCM/KEH, Standard framework implementation		

						upto 73%, Regulatory framework closure rate of upto 95%		
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.			Zero Lost time incident rate (LTIR)- met the target, Zero Total recordable incident rate (TRIR)- met the target, 900 EHS concerns been reported -exceeded the target by 10% , 2940 instances of behaviour based safety - exceeded the target by 1.2%, 48 cases of near miss reporting - exceeded the target by 29%,			Increase generation of renewable energy to 965000 KWH - exceeded the target by 15%, Reduce hazardous waste generation to 65 pounds/KEH-fell short of meeting the target by 234%, Reduce non-hazardous waste generation to 8273 pounds/KEH - fell short of meeting the target by 6%, Reduce total raw water consumption to 142 KL/KEH - exceeded the target by 5.6%, Reduce electricity power consumption to 11624 KWH/KEH - exceeded the target by 15%, Reduce natural gas consumption to 279 SCM/KEH - fell short of meeting the target by 19%, Standard framework implementation upto 73% - exceeded the target, Regulatory framework closure rate of upto 95% - exceeded the target		

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	This Business Responsibility and Sustainability Report reflects our continuous commitment to sustainability, innovation, and long-term value generation through ESG integration. We have a solid ESG framework that is consistent with our vision, purpose, corporate principles and global ESG ambitions. We are aware of our obligations as we work to shape a sustainable future in the manufacturing sector. However, we are prepared to reduce risks and capitalize on opportunities given by the shifting ESG market.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Inder Arora, Executive Director is responsible and monitors the implementation as well as oversight of the Business Responsibility Policies
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	No
If yes, provide details.	

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Director	Director	Director	Director	Director	Director	Director	Director	Director
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director	Director	Director	Director	Director	Director	Director	Director	Director
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									
Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No
If Yes, Provide name of the agency									
Notes									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	0	Not Applicable	0.00%
Key Managerial Personnel	2	Prevention of Sexual Harassment, Code of Conduct	100.00%
Employees other than BoD and KMPs	12	Prevention of Sexual Harassment, Code of Conduct, Building Collaborative Relationships, Business Communication Skills, Conflict Management, Financial Acumen, Influencing without Authority, Making our Customers Successful, Problem Solving/Result Orientation, Time & Priority Management, Win-Win Negotiations, Leadership at the Core	100.00%
Workers	2	Prevention of Sexual Harassment, Code of Conduct	100.00%

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):

Monetary

Non- Monetary

4. Does the entity have anti-corruption or anti-bribery policy? Yes

If Yes, provide details in brief Yes. Ingersoll Rand Inc, the ultimate holding company of the entity, has a global-level anti-corruption and anti-bribery policy in place. The policy covers Ingersoll Rand Inc., its subsidiaries, and affiliated companies. This policy is applicable to all the Company Personnel and covers all transactions conducted by the Company and Company Personnel anywhere in the world. This policy should be read in conjunction with another global level policy namely Gift, Meals, and Entertainment Policy.

If Yes, Provide a web link to the policy, if available -Web link anti corruption or anti bribery policy is place https://s23.q4cdn.com/965037804/files/doc_downloads/2021/03/Anti-Bribery-Corruption-Policy.pdf

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

	FY (2022-23)	PY (2021-22)
Directors	0	0
KMPs	0	0
Employees	0	0

Workers	0	0		
6. Details of complaints with regard to conflict of interest:				
	FY (2022-23)		PY (2021-22)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable
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				
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?			No	
Provide details of the entity have processes in place to avoid/ manage conflict of interests involving members of the Board.				
Notes				

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)	PY (2021-22)	Details of improvements in environmental and social impacts
R&D	78.60%	100.00%	The R&D expenditure predominantly entails development of prototypes. For FY2022-23: IR India is currently involved in the process of executing an Energy Efficient Product Portfolio expansion with 5-15% improvement in energy efficiency with the introduction of: • Contact Cooled Rotary Screw Compressor RS200-355, RS90-160, Oil Free Rotary Screw Compressor E200-355 A product, Hydrogen Compressor for Mobility Market, which contributes to Sustainable practices – is under development. Energy efficient products with 5-15% improvement in energy efficiency had been launched in the current FY. The products were namely: • Next Gen Centrifugal Compressor NX5000/1MW/4000-7500cfm, Heat of Compression (HOC) Compressed Air Dryer • Next Gen Modular Harmonized Refrigerated Air Dryer (HARP3) cycling & non-cycling type • Contact Cooled Rotary Screw Compressor Rsb7-11kW Premium Flow Package For FY2021-22: • CE Marked 15-160kW Fixed Speed Packages to meet EU safety, health and environmental protection requirements • O2 Generation using Pressure Swing Adsorption (PSA) Technology during Covid crisis • Reduced footprint & reduced water consumption CC700/700kW/2000-4000cfm centrifugal compressor • Non-lubricated small reciprocating compressor package (5-10hp) for hospitals • Energy Efficient Next Gen Modular Harmonized Refrigerated Air Dryer (HARP3) cycling & non-cycling type • Introduction of desiccant technology in air drying application by launching Heatless dryer for Indian market • Variable speed drive packages in all kW's of Oil Free Screw Packages for improved energy savings at part load conditions • Remote monitoring connectivity feature implementation in 55kW & above compressor for enhanced customer connect and serviceability.
Capex	57.20%	20.30%	CAPEX investments are investments associated with the development of new products for customers. These include assembly fixtures, special tools and setting up testing facility to check the quality of the end product are needed. For FY2022-23: • Energy Efficient Products with 5-15% improvement in energy efficiency (Launched)- • Test Facility VFD Power upgrade for NX Series & Large Centers 200-355, Assembly and test facility development of HOC dryer, Mako • Energy Efficient Product Portfolio expansion with 5-15% improvement in energy efficiency (under execution) - • Facility enhancement for RS200-355, RS90-160, NX8000, Railway compressor ForFY2021-22: • Energy Efficient Products with 5-15% improvement in energy efficiency (Launched)- o Infrastructure development for energy efficient cycling HARP3, RSB3-5.5,RB90kW,heat less dryer technology,NX5000.
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)		Yes	
b. If yes, what percentage of inputs were sourced sustainably?		51.00%	
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)	IR India being a compressor manufacturer, does not reclaim any products from waste for reusing/recycling.		
(b) E-waste	IR India being a compressor manufacturer, does not reclaim any products from waste for reusing/recycling		
(c) Hazardous waste	IR India being a compressor manufacturer, does not reclaim any products from waste for reusing/recycling		
(d) other waste	IR India being a compressor manufacturer, does not reclaim any products from waste for reusing/recycling		
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).		Yes	
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?		Yes	

If not, provide steps taken to address the same.						
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)?	No					
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)			PY (2021-22)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	0.00	0.00	0.00	0.00	0.00
E waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste	0.00	0.00	0.00	0.00	0.00	0.00
Notes						

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	336	336	100.00%	336	100.00%	0	0.00%	336	100.00%	0	0.00%
Female	38	38	100.00%	38	100.00%	38	100.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	374	374	100.00%	374	100.00%	38	10.16%	336	89.84%	0	0.00%
Other than permanent employees											
Male	123	123	100.00%	123	100.00%	0	0.00%	123	100.00%	0	0.00%
Female	8	8	100.00%	8	100.00%	8	100.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	131	131	100.00%	131	100.00%	8	6.11%	123	93.89%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	161	161	100.00%	161	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	161	161	100.00%	161	100.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	379	379	100.00%	379	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	5	5	100.00%	5	100.00%	5	100.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	384	384	100.00%	384	100.00%	5	1.30%	0	0.00%	0	0.00%

2. Details of retirement benefits

Benefits	FY (2022-23)			PY (2021-22)		
	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the

						authority (Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	0.00%	0.00%	NA	0.00%	0.00%	NA

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? Yes

If not, whether any steps are being taken by the entity in this regard.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? Yes

If so, provide a web-link to the policy. <https://www.irco.com/en-in/>

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	92.00	100.00	0.00	0.00
Female	34.00	100.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	126.00	200.00	0.00	0.00

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? Yes

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Yes, Company has put in place a robust grievance redressal mechanism for employees and workers which has been detailed in the Policy on redressal of Stakeholders' Grievances. Employees and workers of Company can share their concerns initially to their points of contacts at the company, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at nsamant@irco.com. Within 30 days of the receipt of the Grievance, the Officer shall ensure due resolution of the said Grievance. In the event the resolution is taking more than the assigned time of 30 days' the Officer shall bring up the Grievance to the Committee for grant of more time for resolution OR in the event the Grievance cannot be resolved to the satisfaction of the Stakeholders, shall bring it to the notice of the Committee for further directions.
Other than Permanent Workers	Yes	Yes, Company has put in place a robust grievance redressal mechanism for employees and workers which has been detailed in the Policy on redressal of Stakeholders' Grievances. Employees and workers of Company can share their concerns initially to their points of contacts at the company, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at nsamant@irco.com. Within 30 days of the receipt of the Grievance, the Officer shall ensure due resolution of the said Grievance. In the event the resolution is taking more than the assigned time of 30 days' the Officer shall bring up the Grievance to the Committee for grant of more time for resolution OR in the event the Grievance cannot be resolved to the satisfaction of the Stakeholders, shall bring it to the notice of the Committee for further directions.

Permanent Employees	Yes	Yes, Company has put in place a robust grievance redressal mechanism for employees and workers which has been detailed in the Policy on redressal of Stakeholders' Grievances. Employees and workers of Company can share their concerns initially to their points of contacts at the company, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at nsamant@irco.com. Within 30 days of the receipt of the Grievance, the Officer shall ensure due resolution of the said Grievance. In the event the resolution is taking more than the assigned time of 30 days' the Officer shall bring up the Grievance to the Committee for grant of more time for resolution OR in the event the Grievance cannot be resolved to the satisfaction of the Stakeholders, shall bring it to the notice of the Committee for further directions.
Other than Permanent Employees	Yes	Yes, Company has put in place a robust grievance redressal mechanism for employees and workers which has been detailed in the Policy on redressal of Stakeholders' Grievances. Employees and workers of Company can share their concerns initially to their points of contacts at the company, and if dissatisfied with the grievance redressed at this stage, the employees are encouraged to write in detail about their grievance to the grievance redressal officer at nsamant@irco.com. Within 30 days of the receipt of the Grievance, the Officer shall ensure due resolution of the said Grievance. In the event the resolution is taking more than the assigned time of 30 days' the Officer shall bring up the Grievance to the Committee for grant of more time for resolution OR in the event the Grievance cannot be resolved to the satisfaction of the Stakeholders, shall bring it to the notice of the Committee for further directions.

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

Category	FY (2022-23)			PY (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	374	0	0.00%	349	0	0.00%
Male	336	0	0.00%	311	0	0.00%
Female	38	0	0.00%	38	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	161	161	100.00%	163	163	100.00%
Male	161	161	100.00%	163	163	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY (2022-23)				PY (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	459	459	100.00%	59	12.85%	375	375	100.00%	0	0.00%
Female	46	46	100.00%	2	4.35%	40	40	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	505	505	100.00%	61	12.08%	415	415	100.00%	0	0.00%
Workers										
Male	540	540	100.00%	170	31.48%	522	522	100.00%	0	0.00%
Female	5	5	100.00%	0	0.00%	5	5	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	545	545	100.00%	170	31.19%	527	527	100.00%	0	0.00%
9. Details of performance and career development reviews of employees and worker:										
Category	FY (2022-23)					PY (2021-22)				
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)	Total (D)	No. (E)	% (E / D)	
Employees										
Male	336	309	91.96%	311	270	86.82%				
Female	38	35	92.11%	38	27	71.05%				
Other	0	0	0.00%	0	0	0.00%				
Total	374	344	91.98%	349	297	85.10%				
Workers										
Male	161	161	100.00%	163	163	100.00%				
Female	0	0	0.00%	0	0	0.00%				
Other	0	0	0.00%	0	0	0.00%				
Total	161	161	100.00%	163	163	100.00%				
10. Health and safety management system:										
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).							Yes			
If yes, the coverage such system?							Company has implemented ISO 45001:2018 Occupational Health and Safety Management System (OHSMS) at the corporate office in Bangalore as well as the manufacturing plant at Naroda, Ahmedabad. This certification is valid till December 23, 2023. Annual internal audits are conducted to ensure continuous improvement in safety standards and performance. Scope: Design, Manufacture, Supply of air compressors, Inert gas Compressors including reciprocating, centrifugal & rotary screw compressors, Dryers, Blowers including provision of system solution and supply of spare			
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?							Being certified to ISO 45001, Company has a robust procedure for Hazard Identification and Risk Assessment (HIRA). The findings from dynamic Job Safety Assessment (JSA) for non-routine works along with the Permit to Work System (PTW) are considered while developing the HIRA. As a business practice, any process change or fatality would instigate necessary changes to the HIRA and associated procedures as the organization follows			

	systematic approach to organizational changes through Management of Change (MOC), ensuring the continued safety of the workforce throughout the process.					
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes					
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes					
11. Details of safety related incidents, in the following format:						
Safety Incident/Number	Category	FY (2022-23)	PY (2021-22)			
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0			
	Workers	0	0			
Total recordable work-related injuries	Employees	0	0			
	Workers	0	0			
No. of fatalities	Employees	0	0			
	Workers	0	0			
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0			
	Workers	0	0			
12. Describe the measures taken by the entity to ensure a safe and healthy work place.	Some of the systems and processes in place to ensure a safe and healthy workplace for the employees and workers: • Company has established a Log out & Tag out system along with a PTW (Permit to Work) system in the organization. • Regular health & safety training programs are conducted by the management for the employees and workers to enhance their basic awareness & competency in their field of work. • Implemented BBS system in the organization Some of the actions taken by the entity, in terms of equipment and infrastructure, to ensure a safe and healthy workplace for their employees and workers: • Adequate machine guarding provisions have been administered on a need basis. • Anti-fatigue mats deployed at the workstations to provide support to the workers who have prolonged periods of standing and working. • MHE equipment for safe material handling have been deployed on a need basis. • Vertical racking is provided for safe storage of materials. • Adequate enclosure mechanisms are available on test cells to prevent high noise hazards. • Air conditioning system & adequate ventilation system for employees' comfort.					
13. Number of Complaints on the following made by employees and workers:						
	FY (2022-23)		PY (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	0	0		0	0	
Health & Safety	0	0		0	0	
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				25.00%		
Working Conditions				12.50%		
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks /	• Provisions have been made on the mezzanine floor to ensure child part safety & to avoid stacking hazards. The mezzanine floor has been compartmentalized in terms of storage of child parts required for assembly the various products. Storage space problems were					

concerns arising from assessments of health & safety practices and working conditions.	encountered throughout the COVID period as a result of production expansion and volume rise. As a result, vertical height utilization was applied to increase storage capacity and shift child parts storage from the ground floor to the mezzanine floor. As a result, the ground level was freed up for various uses. • Light sensor mechanisms were installed on EOT crane traveler to avoid hitting hazards • Gas detection system installed at the kitchen area helps detect any gas leakage immediately. • Installed adequate exhaust system in the kitchen • Provided adequate acoustic enclosure at high noise areas • Dielectrical insulation deployed on all the LT & HT electrical panels to prevent employees from electrocution hazards • Installed HVLS fan in the workplace to enhance the working condition • Deployed handrailing installations on all the openings & cutouts to prevent the fall hazards • Provided area sensors on all the EOT crane guide tracks to prevent hitting hazards • Area sensor lights are installed on forklifts to alert MHE movements.
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Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of	
(A) Employees (Y/N)	No
(B) Workers (Y/N).	No

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	
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3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA)	No
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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	0.00%
Working Conditions	0.00%

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.	
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Notes	P3 E8 - * No training that can be categorized as skills upgradation was given in 2021-2022 due to the pandemic P3 E9 - The above-mentioned statistics does not include other than permanent employees and workers. Only the permanent employees and workers are eligible for performance and career development reviews. P3 E10c - Company has robust processes and measures for reporting work-related hazards and to remove themselves from such risks. Through their established HIRA register and dynamic Job Safety Assessment (JSA), the workers at IR India are encouraged to report any EHS concern due to unsafe action or conditions as well as near miss cases. They have various initiatives focusing on reducing hazards, risks and incidents like conducting BBS (Behavior Based Safety) Observations periodically, observing the behavior of a person and determining what follows when this behavior occurs. All are sensitized on all salient safety aspects through training. Along with this, periodic safety meetings are held by the Safety Committee Forum as well as during Employee town hall meetings where the details of the occurrence of the incidents (if any) will be discussed along with the corrective measures. P3 E10d - Company provides access
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to all employees and workers for non-occupational medical and healthcare services through annual health check-ups at the paneled hospitals.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The Company defines key stakeholders as persons or groups of individuals or institutions who play an essential role in the business value chain and plays an important role in a company's long-term success. Key stakeholders can help companies minimize risks and grow their business. From an organizational of point of view, the key stakeholders are • Government/regulators • Business associations/industrial bodies • Academic and research institutions • NGO's (Civil Society) • Investors • Customers • Employees • Suppliers • Distributors

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.							
List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.							
Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Government and other regulators	No	Other	• Emails • Telephonic Calls • Face to Face Meetings • Committee Meetings	Others – please specify	Quarterly / Bi monthly	• Certification • Foreign Manufacturing License • Production Linked Incentive Scheme benefits to Hydrogen Compression System.
2	Employees	No	Other	• Emails • Notice boards and digital display platforms • Employee engagement survey • Common/central announcements • Weekly meeting • Quarterly townhall	Others – please specify	Need-based/ periodic	strategy to achieve business numbers, tax awareness, safety awareness, career development, performance appraisal discussions, interaction with senior management, team building and engagement activities (festive celebrations, sports tournaments,) etc
3	Workers	No	Other	• Notice boards and digital display platforms • Employee engagement survey • Common/central announcements • Weekly meeting • Quarterly townhall • Monthly meeting with union bearers • Shopfloor daily meeting (on production) • Monthly team dinners/lunch	Others – please specify	Need-based/ periodic	wage agreement and associated benefits, strategy to achieve business numbers, retirement plan, awareness on taxation, Kaizen improvement, earth day, safety week, festive celebrations, sports tournaments, etc.
4	Suppliers	No	Other	Formal annual Suppliers meet, one-on-one meetings/ interactions	Others – please specify	Annually/ need-based	Business related orientation, technical aspects, strategic plan overview/action discussion, partnership avenues, product launches
5	Distributors	No	Other	Formal annual Distributors meet, one-on-one meetings/ interactions	Others – please specify	Annually/ need-based	Business related orientation, technical aspects, strategic plan overview/action discussion, partnership avenues, product launches
6	Customers	No	Other	One-on-one interactions, customer events, customer service centre, NPS survey	Others – please specify	Annually/ need-based	Meeting customer's specific needs, Timely availability of products and services, complaints regarding products and services, pre and post sales and service
7	Communities	Yes	Other	NGO programs, Volunteering	Others – please specify	Need-based	CSR activities on the following themes: providing education & skill development, healthcare, conservation of environment and community development
8	Industrial Bodies	No	Other	• Emails • Telephonic Calls • Committee Meetings • Face to Face Meetings	Others – please specify	Quarterly / Monthly based on need	• Positioning the though leadership • Advocacy to Govt of India on manufacturing

							related issues. • Promotion of Business • Positioning thought leadership
9	NGOs	No	Other	• Emails • Telephonic Calls • Face to Face Meetings	Others – please specify	Weekly	For implementing CSR Projects in the area of Education & Skill Development, Healthcare, Conservation of Environment and Community Development.
10	Investors	No	Other	AGM	Annually		Business performance, new product development, succession plan, dividend distribution, business expansion

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.	
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	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.	
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	
Notes	

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)			PY (2021-22)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	374	0	0.00%	349	0	0.00%
Other than permanent	131	0	0.00%	66	0	0.00%
Total Employees	505	0	0.00%	415	0	0.00%
Workers						
Permanent	161	0	0.00%	163	0	0.00%
Other than permanent	384	0	0.00%	364	0	0.00%
Total Workers	545	0	0.00%	527	0	0.00%

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

Category	FY (2022-23)					PY (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	374	0	0.00%	374	100.00%	349	0	0.00%	349	100.00%
Male	336	0	0.00%	336	100.00%	311	0	0.00%	311	100.00%
Female	38	0	0.00%	38	100.00%	38	0	0.00%	38	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	131	23	17.56%	108	82.44%	66	22	33.33%	44	66.67%
Male	123	22	17.89%	101	82.11%	64	21	32.81%	43	67.19%
Female	8	1	12.50%	7	87.50%	2	1	50.00%	1	50.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	161	0	0.00%	161	100.00%	163	0	0.00%	163	100.00%
Male	161	0	0.00%	161	100.00%	163	0	0.00%	163	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	384	345	89.84%	39	10.16%	364	332	91.21%	32	8.79%

Male	379	340	89.71%	39	10.29%	359	327	91.09%	32	8.91%
Female	5	5	100.00%	0	0.00%	5	5	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	1200000	2	1200000	0	0
Key Managerial Personnel	2	13136340	0	0	0	0
Employees other than BoD and KMP	336	435652	38	255781	0	0
Workers	161	63480	0	0	0	0
4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?	No					
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	Not Available					

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

	FY (2022-23)			PY (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	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	IR's global Code of Conduct states that the organization has a strict non-retaliation policy. If a complainant feels retaliated against for raising a concern/helping investigate a concern, the person can reach out to Global Ethics Hotline or the Legal or Compliance Department. Furthermore, the global human rights policy clearly states that no retaliatory action will be tolerated against the complainant for reporting, in good faith, a violation or suspected violation of the Policy. Except where restricted by local laws, each employee is required to cooperate in any internal or external investigation of suspected wrongdoing. IRIL has commissioned an Internal Complaints Committee (ICC) to investigate into the complaints of sexual harassment. The inquiry committee shall maintain confidentiality of the complainant, the respondent, and the witnesses. The Company shall ensure that the complainant(s) and the witness(es) are not subjected to any unfavorable treatment whatsoever during the course of her/his employment. With respect to whistle blower cases, the identity of the complainant and the witnesses (if any), will be kept confidential to the extent possible and any such disclosure be made only on a need-to-know basis and the requirements of the investigation by the Audit committee. As per the IRIL's whistleblower policy, complete protection will be given to Whistle Blower against any unfair practice like retaliation or any type of harassment, biased behavior or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his/her duties or functions including making further Protected Disclosure. However, the complainant may face disciplinary action if the allegations were found to be made despite knowing it to be false or bogus or with a male fide intention.	
8. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes	
9. Assessments for the year:		
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	0.00%	
Forced/involuntary labour	0.00%	
Sexual harassment	0.00%	
Discrimination at workplace	0.00%	
Wages	0.00%	
10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Not Applicable	
Leadership Indicators		
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.		
2. Details of the scope and coverage of any Human rights due-diligence conducted		
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?	No	
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	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	
Notes	<p>P5 E1 - Ingersoll Rand Inc. has developed a global human rights policy which is available on the company's portal/intranet and notice boards. However, no formal training has been given, so from this year we will provide training to every employee and maintain its records. P5 E3 - *One woman director resigned in March 2023. The statistics for BoD presented above excludes the director who has resigned and excludes Executive Directors. #One woman KMP resigned in March 2023. The statistics presented for KMP presented above excludes the KMP who has resigned. P5 - E4 At present, Company does not have an India-specific focal point for addressing human rights impacts or issues caused or contributed to by the business. However, as per the IR's Global Human Rights Policy, which is applicable to all its employees globally, has identified Senior Vice President of Human Resources and Global Director of Diversity, Equity and Inclusion accountable for human rights related aspects. The policy also lists out the modes of reporting suspected violations of the human rights policy which includes Ingersoll Rand Global Ethics Hotline number & Email ID. P5 E8 - Human rights requirements form a part of our business agreements and supplier contracts. For suppliers, we expect human rights compliance as they have to abide by Ingersoll Rand's supplier code of conduct which explicitly states prohibition of child and forced labour, discrimination and harassment, and mandates compliance to applicable wage and hour laws, and freedom of association. Suppliers shall ensure full compliance with all local laws and regulations including but not limited to anti-bribery and anti-corruption, data protection, minimum wages, prevention of sexual harassment, and payment of statutory dues.</p>

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)	PY (2021-22)
Total electricity consumption (A)	8455.76	9179.41
Total fuel consumption (B)	1727.69	1306.6
Energy consumption through other sources ©	0	0
Total energy consumption (A+B+C)	10183.45	10486.01
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	8849.00	11524.00
Energy intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		
2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?		No
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.		
3. Provide details of the following disclosures related to water, in the following format:		
Parameter	FY (2022-23)	PY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) Surface water	17145	19310
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	17145.00	19310.00
Total volume of water consumption (in kilolitres)	17145.00	19310.00
Water intensity per rupee of turnover (Water consumed / turnover)	14890.00	21222.00
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		
4. Has the entity implemented a mechanism for Zero Liquid Discharge?		Yes
If yes, provide details of its coverage and implementation.	Yes. Our manufacturing facility at Naroda has installed efficient wastewater treatments (ETP and STP). • Industrial effluent is treated in the in-house ETP. The treated effluent generated at the ETO is further subjected to tertiary treatment comprising of RO and UV. 100% of the resulting treated wastewater is reused in the process i.e. Paint Shop (Approx. 2 KL /Day). The Remaining RO residue is disposed off in the evaporators. • Domestic effluent treated is in the STP and 100% of treated wastewater is used in the	

	landscaping, toilet flushing purposed (approx. 30 KL/Day). IRIL is not used single drop of raw water for landscaping & toilet flushing purposes.		
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Please specify unit	FY (2022-23)	PY (2021-22)
NOx	µg/m3	13.48	12.2
SOx	µg/m3	24.72	37.41
Particulate matter (PM)	µg/m3	17.89	21.84
Persistent organic pollutants (POP)	µg/m3	0	0
Volatile organic compounds (VOC)	µg/m3	0	0
Hazardous air pollutants (HAP)	µg/m3	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			
6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	Unit	FY (2022-23)	PY (2021-22)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	80	76.47
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	120.12	1680.8
Total Scope 1 and Scope 2 emissions per rupee of turnover	0	1110	1930
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	0	0	0
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?		Yes	
If Yes, then provide details.	Yes, we implemented following projects for reducing greenhouse gas emission through energy conservation. Brief details of the projects have been listed below. a. Use of HVLS fans to improve HVAC efficiency and saving 8000 units a year. The initiative was started in July 2022. b. Use of VFDs in AHUs and replacement of plant compressor with energy efficient and VFD drive saving 30000 units a year. This initiative was initiated in November 2022.		
8. Provide details related to waste management by the entity, in the following format:			
Parameter		FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)			
Plastic waste (A)		28.84	33.89