

NEAPS/BSE ONLINE

4th September, 2023

**The Corporate Relationship Department
BSE Limited
Phiroze Jeejeebhoy Towers,
1st Floor, New Trading Ring,
Rotunda Building
Mumbai - 400 001
(BSE Scrip Code: 542905)**

**Listing Department
National Stock Exchange of India Limited
Plot No. C-1, Block-G
Exchange Plaza, 5th Floor,
Bandra Kurla Complex, Bandra (E),
Mumbai – 400 051
(NSE Symbol: HINDWAREAP)**

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23 under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2022-23 which forms part of the Annual Report for FY 2022-23.

The BRSR is also available on the website of the Company i.e. www.hindwarehomes.com.

You are requested to take this information on records.

**For HINDWARE HOME INNOVATION LIMITED
(Formerly known as Somany Home Innovation Limited)**

(Payal M Puri)

Company Secretary and Sr. V.P. Group General Counsel

Name: Payal M Puri

Address: 301-302, 3rd Floor, Park Centra, Sector-30, Gurugram-122001

Membership No.: 16068

Enclosure as above

Business Responsibility and Sustainability Report

BRSR OVERVIEW

Section A: General Disclosures

Section B: Management and Process Disclosures

Section C: Principle-wise Performance Disclosure

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

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF LISTED ENTITY

1.	Corporate Identity Number (CIN) of the Company	L74999WB2017PLC222970
2.	Name of the Company	Hindware Home Innovation Limited (Formerly known as Somany Home Innovation Limited)
3.	Year of Incorporation	2017
4.	Registered office address	2 Red Cross Place, Kolkata - 700001, West Bengal
5.	Corporate office address	Plot No. 68, Echelon Institutional area, Sector-32, Gurugram-122001, Haryana
6.	E-mail	investors@shilgroup.com
7.	Telephone	91-124-2889300
8.	Website	www.hindwarehomes.com
9.	Financial year for which reporting is being done	1 April 2022- 31 March 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	₹ 1,445.93 lakh
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. Sandip Somany, Chairman and Non-Executive Director, +91 33 22487407
13.	Reporting boundary	All the disclosures under this report are made on a standalone basis for Hindware Home Innovation Limited (Formerly known as Somany Home Innovation Limited)

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.	Consumer Appliances	Kitchen Appliances, Fans, Air Coolers, Water Purifiers	90.11%
2.	Retail Business	Home Interior and Furniture Products	9.89%



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

S. No.	Product/Service	NIC Code	% Of total Turnover contributedw
1	Kitchen appliances (chimneys, hobs, cooktops, sinks)	47593	65.68%
2	Air coolers (Desert and personal air coolers)	47594	16.83%
3	Electronic Household Goods and other household appliances (Fans -ceiling and portable fans)	47599	7.60%

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	NIL	31	31
International	NIL	NIL	NIL

17. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	10

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

Exports contribute 1% of total turnover.

c. A brief on types of customers

Hindware Home Innovation Limited (HHIL) serves a wide spectrum of customers, encompassing a diverse array of individuals and entities seeking innovative and high-quality home solutions. These customers span various segments, including but not limited to the following:

1. **Brand Stores:** HHIL engages with brand stores, which are established retail outlets specializing in showcasing and selling a curated selection of Hindware's cutting-edge consumer appliances. These brand stores act as exclusive destinations where customers can explore and purchase a comprehensive range of home innovations products designed to elevate their living spaces.
2. **Retailers:** HHIL collaborates with retailers, who are key intermediaries bridging the gap between the manufacturer and the end consumers. These retailers encompass a wide network of outlets, both physical and online, that feature Hindware's products. By partnering with retailers, HHIL ensures that its innovative home solutions are easily accessible to a broad audience, enabling customers to integrate the latest advancements into their homes.
3. **Distributors:** The distribution network plays a crucial role in HHIL's outreach strategy. Distributors, acting as pivotal nodes within the supply chain, facilitate the efficient movement of Hindware's consumer appliances from manufacturing hubs to various retail points. By engaging with distributors, HHIL ensures widespread availability and seamless access to its home innovations, enhancing the convenience for customers to acquire these state-of-the-art solutions.

IV. EMPLOYEES

18. Details as of the end of the Financial Year:

a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	442	427	96.61%	15	3.39%
2.	Other than Permanent (E)	136	130	95.59%	6	4.41%
3.	Total employees (D + E)	578	557	96.37%	21	3.63%
WORKERS						
4.	Permanent (F)*	0	0	0.00%	0	0.00%
5.	Other than Permanent (G)	12	10	83.33%	2	16.67%
6.	Total workers (F + G)	12	10	83.33%	2	16.67%

*HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers.

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	7*	1	14%
Key Management Personnel	3*	1	33%

*Note- Mr. Rakesh Kaul, the Whole-time director and CEO of the company resigned on 6 April 2023.

20. Turnover rate for permanent employees and workers

Particulars	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	37%	27%	39%	37%	14%	37%	41%	2%	40%
Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL



V. HOLDING, SUBSIDIARY, AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. (a) Names of subsidiary/associate Companies/joint ventures

S.No.	Name of the holding/subsidiary/associate Companies/joint ventures (A)	Indicate whether holding/subsidiary/associate Companies/joint ventures	% 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	Hindware Limited (Formerly known as Brilloca limited)	Subsidiary	98.20%	Yes
2	Luxxis Heating Solution Private Limited (Ceased to be a subsidiary w.e.f. 28 April 2023 due to strike-off and dissolution)	Subsidiary	100%	No
3	Evok Homes Private Limited (Formerly known as Hindware Home Retail Private Limited)	Subsidiary	100%	Yes
4	Halis International Limited	Subsidiary of Hindware Limited	98.20%	No
5	Trufflo Pipes Limited	Subsidiary of Hindware Limited	98.20%	No
6	Hintastica Private Limited	Joint Venture	50%	No
7	Queo Bathroom Innovations Limited	Subsidiary of Halis International Limited	98.20%	No

VI. CSR DETAILS

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013:(Yes/No) - Not Applicable*

(ii) Turnover (in ₹): 55,206.21 lakh

(iii) Net worth (in ₹): 12,654.48 lakh

*HHIL does not fall under the obligation of CSR as per Section 135 of the Companies Act, 2013.

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY23 Current Financial Year			FY22 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	-	NIL	NIL		NIL	NIL	
Investors (other than shareholders)	For Investor's grievances and queries, HHIL has a separate mail id - investors@shilgroup.com	NIL	NIL		NIL	NIL	
Shareholders	For Investor's grievances and queries, HHIL has a separate mail id - investors@shilgroup.com	3	0		NIL	NIL	
Employees	For any violation of the policy and grievances, HHIL has a separate mail id shilsuggestion@hindware.co.in Employees can also submit a written complaint to the designated HR SPOC	NIL	NIL		NIL	NIL	
Customers	HHIL has a standalone policy on customer value Policy on Customer Value and Customers can also raise enquiry related to their concerns on wecare@hindware.co.in and brr@shilgroup.com	10823	154*	NIL	9068	88*	NIL
Value Chain Partners	The company's website has a dedicated section for value chain partners to raise their concerns or complaints, Click here	0	0		0	0	
Others (please specify)			NIL		NIL		

*All the pending complaints are resolved post year closure

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Emission Reduction and Energy Management	Opportunity	Processes and Systems are in place to ensure maximum energy efficiency, and this will be continuously improved	-	Positive - Any cost put into improving the energy management system will fetch positive outcomes and reduced costs in the long run
2	Human Capital Development (Employee well-being, learning, and development, Diversity & Inclusion)	Opportunity	A skilled and trained workforce is an asset to our Company. Trained employees perform their tasks more efficiently, in reduced time and injuries	-	Positive - Measures taken to train and retain these employees, aid in decreased hiring and training costs, increased productivity, reduction in quality issues, and ensure our continued success and build brand value
3	Corporate Governance (Code of Conduct, Business Ethics, Board Management, Tax Transparency, Policy Influence)	Opportunity	To build upon our organizational strategy for championing success	-	Positive - In transforming our business and leveling it up
4	Product Quality and Safety	Opportunity	Ensuring product safety & quality is extremely crucial for the business to continue to deliver best-in-class services and avoid loss of business.	-	Positive - Enhanced revenue and profits
5	Waste Management	Opportunity	Initiatives and opportunities to reduce plastic and paper in the office premises which result in minimizing environmental damage	-	Positive - Enhance our waste segregation and collection methods to optimise the overall efficiency of the procedure.
6	Customer Relationship Management	Opportunity	This gives us an opportunity to be the leader in this segment by being the preferred choice for all our customers across different business segments. Our endeavors are aligned towards achieving customer delight and satisfaction and we shall continue using this as an excellent opportunity for business leadership and growth.	-	A positive brand image and a strong recall value amongst consumers will help in being the platform of choice.
7	Supply Chain Management	Opportunity	Since fleet is a major part of our business, introducing sustainable transport can help HHIL lead the industry as a conscious and responsible business. This environmental stewardship effort will reduce carbon footprint.	-	Positive - This will have a significant impact on energy efficiency and will help us to reduce our scope 3 emissions through delivery.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

HHIL has a robust management framework in place which enables us to align with the NGRBC Principles with respect to structure and policies to ensure we continue to deliver our best in an ethical, and responsible way. This encompasses transparent and principled business practices that hold us accountable, as well as protect the interests of our stakeholders, including customers and employees.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	The company's policies are available at: https://www.hindwarehomes.com/pdf/Business%20Responsibility%20Policies.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	HHIL has developed policies based on National Voluntary Guidelines on Social, Environmental, and Economic Responsibilities of Business released by the Ministry of Corporate Affairs								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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 9001:2015 – Quality Management System								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any	The company is in the process of defining specific goals to improve its ESG framework which the management will periodically review.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	The goals and targets are currently in the process of being finalized, and as a result, the assessment of performance will be documented in the upcoming years.								

Governance, leadership, and oversight**7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)**

We at HHIL, recognize the critical importance of Environmental, Social, and Governance (ESG) factors in driving sustainable business practices. As a part of our commitment to responsible business operations, we have integrated ESG considerations into our overall strategy and operations, ensuring that we are accountable for the impact we have on the environment and society.

One of the key ESG challenges we face is reducing our carbon footprint and minimizing our environmental impact. We understand the urgency of addressing climate change and have set ambitious targets to reduce our greenhouse gas emissions. By investing in energy-efficient technologies, optimizing our manufacturing processes, if any and utilizing renewable energy sources, we aim to significantly decrease our carbon emissions over the next five years. Additionally, we are actively exploring opportunities to increase the use of recycled materials in our production processes, contributing to a circular economy.

Social responsibility is another fundamental aspect of our business. We strive to create a safe and inclusive workplace where diversity is celebrated, and all employees are treated with respect and fairness. We are dedicated to fostering a culture that promoted employee well-being, health, and safety. Our ongoing initiatives include providing training and development opportunities, implementing fair labor practices, and ensuring effective health and safety measures across our operations.

Hindware Home Innovation Limited

In terms of Governance, we uphold the highest ethical standards and value transparency and accountability. We have implemented robust corporate governance practices that promote integrity and responsible decision-making throughout our organization. As a part of our governance framework, we regularly engage with our stakeholders, to understand their expectations and address their concerns.

Looking forward to the future, we have set ambitious sustainability goals that align with international standards and best practices. Our roadmap includes initiatives such as further reducing our energy consumption, water usage, and waste generation. We are actively exploring partnerships and collaborations with other industry stakeholders, research institutes, and NGOs, to drive innovation and find sustainable solutions to the challenges we face.

We aim to create long-term value for our stakeholders, and we believe that sustainable business practices are not only essential for the well-being of our planet and society but also critical for the long-term success and resilience of our Company. We are committed to continually improving our ESG performance and reporting transparency on our progress, as we strive to be a leader in sustainability within our industry.

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

DIN: 00053597

Name: Mr. Sandip Somany

Designation: Chairman and Non-Executive Director

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. Our Risk Management Committee at HHIL also undertakes responsibility for ESG and sustainability-related matters. The Committee is empowered to formulate policies, implement strategies, and take all the pertinent decisions related to steering the organization towards equitable, empathetic, and responsible business conduct.

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.								
	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	Frequency Annually/Half yearly/Quarterly/Any other – please specify)								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, it is standard procedure for the Company to review its policies as and when required. The effectiveness of the policies is examined during this assessment, and any necessary adjustments to the policies and processes are put into place. Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee.								

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								

12. If the 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)									
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)						NA			
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**

The Company has earned the recognition and trust of its customers through its ethical business practices. The Company's commitment to impactful governance is echoed throughout the organization, ensuring appropriate culture and procedures to effectively manage risk while upholding the highest standards of ethics and compliance.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Vigil Mechanism Cyber security	100%
Key Managerial Personnel	3	Code of Conduct Prevention of Sexual Harassment Cyber security	100%
Employees other than BoD and KMPs	4	Code of Conduct Prevention of Sexual Harassment Health and Safety Skill Upgradation	98%
Workers		NA*	

*HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers.

Please note:- Additionally training was imparted to Designated Persons of the Company as required under SEBI (Prohibition of Insider Trading) Regulations, 2015.

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by its directors/KMPs) with regulators/law enforcement agencies/ judicial institutions in FY 2022-23 (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

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. 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.

HHIL covers its Anti-corruption and Anti-Bribery policy under Vigil Mechanism/Whistleblower Policy which offers a formal mechanism to Company Directors, Employees, and other external stakeholders to raise their voices on unethical behavior, actual or suspected fraud or flag any violations of the Company’s Code of Conduct. The Company maintains a strong stance against bribery and corruption as per the Anti-Bribery and Anti-Corruption Policy, which imposes strict consequences against anyone found guilty of engaging in unethical conduct. This policy extends to every employee within the Company, including its subsidiaries, and joint ventures. More information on the policy can be accessed [here](#)

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

Particulars	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Directors	NIL		NIL	
KMPs				
Employees				
Workers				

6. Details of complaints with regard to conflict of interest

Particulars	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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, since there were no fines, penalties, or action taken by regulators, law enforcement agencies or judicial institutions on cases of corruption and conflict of interest

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

The Company aspires to make a difference by providing great products and amenities to its consumers that are ecologically sustainable. HHIL ensures that its product quality is not affected by its intended end consumers.

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

Particulars	FY2023	FY2022	Details of improvements in environmental and social impacts
	Current Financial Year	Previous Financial Year	
Research & Development	19%	16%	HHIL is contributing towards reducing the environmental impacts of the products by investing in energy-efficient products such as: <ul style="list-style-type: none"> • BLDC Fans with Low power consumption • BLDC Chimney with higher suction and low power consumption • Water Wastage Reduction in RO Water Purifiers • Local production of Chimney to reduce carbon footprints in transportation costs from China • Noise Reduction from chimneys to make them convenient for consumers.
Capex	11.2%	24.8%	

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

At HHIL, as retailers, we recognize the importance of sustainable sourcing in today's business landscape. While we currently do not have specific procedures in place for sustainable sourcing, we are committed to taking proactive steps towards implementing such procedures in the future.

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

Not Applicable, as the Company hasn't established procedures for sustainable sourcing. However, we are actively working on implementing strategies to enhance our sustainable sourcing practices soon.

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

Currently, HHIL is yet to establish any procedures for the safe reclamation of our products. However, we are actively in the process of designing and developing a robust mechanism, which will allow us to efficiently reclaim our products, ensuring they're reused, recycled, or appropriately disposed of at the end of their lifecycle.

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

Yes, EPR is applicable to HHIL business activities.

HHIL has recently applied for the importer EPR license

HHIL has also aligned the waste collection plan w.r.t., EPR guidelines. It includes the following components:

- Setting up collection infrastructure
- Awareness programs
- Tie-ups with waste management agencies
- Reporting and compliance

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

The Company recognizes that empowering employees to achieve their full potential is fundamental to the Company's continued success. The Company is committed to providing equal i.e., merit-based opportunities both at the time of recruitment and during the course of employment irrespective of caste, creed, gender, race, religion, disability, etc.

The Company is devoted to providing a safe environment and hygienic working conditions. Training during induction and periodic training on the usage of protective equipment and identifying and eliminating unsafe working conditions are the top priority. Prevention of accidents is at the heart of what the Company does. The Company has a policy for health and safety. The Company continuously focuses and ensures the skill development of employees through its structured training and competency development programs. The Company also conducts various programs concerning the well-being of employees and strives to employ and empower women employees and fosters a friendly environment through its policy for the prevention of sexual harassment and related grievance redressal mechanisms.

Essential Indicators**1. a. Details of measures for the well-being of employees**

Category	Total (A)	% Of employees covered by									
		Health insurance		Accident insurance Maternity benefits Paternity Benefits		Maternity benefits		Paternity Benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Employees											
Male	427	427	100%	427	100%	NA	NA	NIL	0%	NIL	NIL
Female	15	15	100%	15	100%	15	100%	NA	NA	NIL	NIL
Total	442	442	100%	442	100%	15	3.39%	NIL	0%	NIL	NIL
Other than Permanent Employees											
Male	130	130	100%	130	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	6	6	100%	6	100%	NIL	NIL	NIL	NIL	NIL	NIL
Total	136	136	100%	136	100%	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	Total (A)	% Of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Workers*											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent workers											
Male	10	10	100%	10	100%	NIL*	NIL*	NIL*	NIL*	NIL*	NIL*
Female	2	2	100%	2	100%	NIL*	NIL*	NIL*	NIL*	NIL*	NIL*
Total	12	12	100%	12	100%	NIL*	NIL*	NIL*	NIL*	NIL*	NIL*

*HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers.



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

Category	FY 2023 (Current Financial Year)			FY 2022 (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	99.77%	NA	Yes	99.77%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	0%	NA	Yes	0%	NA	NA

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

Yes, HHIL's premises are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. We promote an inclusive workplace to support every employee and towards this end, all the necessary measures are undertaken to make our premises equipped with amenities to make it more accessible.

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

Yes, in accordance with HHIL's policy on Diversity and Equal opportunity, the Company is dedicated to ensuring and upholding equal prospects not only during the hiring process but also throughout the entire duration of employment, regardless of caste, creed, gender, race, religion, or disability. Our diversity and equal opportunity policy can be assessed [here](#).

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NA	NA
Female	100%	NIL	NA	NA
Total	100%	NIL	NA	NA

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

Particulars	Yes/No
Permanent Employees	Yes
Other than Permanent Employees	Yes
Permanent Workers	NA
Other than Permanent Workers	Yes

The redressal mechanism is as follows:

Yes, HHIL has established a grievance redressal mechanism for its workforce to receive and address their concerns. HHIL has a dedicated email channel accessible to all to raise any complaints/ issues. Concerns of stakeholders are addressed while ensuring utmost confidentiality. HHIL encourages employees to participate in open and constructive dialogue with the management, without fear of reprisal and has established formal mechanisms to allow employees to report any grievance. All grievances are timely addressed and resolved to mutual satisfaction. Employees who feel they have experienced or are experiencing any form of discrimination at HHIL based on their age, religion, sex, gender, color, national origin, sexual orientation, or physical impairment can submit a written complaint to their designated HR SPOC or to shilsuggestion@hindware.co.in. The Human Resources team ensures that complaints are handled promptly and rationally while preserving the strictest confidentiality and sensitivity.

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	Not applicable, as the company has no recognized employee unions or associations.					
Male						
Female						
Total Permanent Workers	None, as HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers.					
Male						
Female						

8. Details of training given to employees.

Category	FY 2023 (Current Financial Year)					FY 2022 (Previous Financial Year)				
	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	427	427	100%	401	93.91%	386	386	100%	250	64.77%
Female	15	15	100%	8	53.33%	14	14	100%	11	78.57%
Total	442	442	100%	409	92.53%	400	400	100%	250	65.25%
Workers*										
Male			NIL*					NIL*		
Female			NIL*					NIL*		
Total			NIL					NIL		

*HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers directly.

9. Details of performance and career development reviews of employees

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	427	427	100%	386	386	100%
Female	15	15	100%	14	14	100%
Total	442	442	100%	400	400	100%
Workers						
Male						
Female			NIL*			NIL*
Total						

*HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers.



10. Health and Safety Management System:

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

Yes, HHIL is committed to achieving the highest standards of Health & Safety across the value chain. For our offices across the country, we have already implemented a robust health & safety system. All office buildings are designed to ensure safety and are equipped with safety systems such as fire detection, firefighting system, safe means of escape, assembly points emergency evacuation plans etc. We regularly impart safety training to our workforce to build a culture of safety in 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?

We have conducted a comprehensive Hazard Identification and Risk Assessment (HIRA) study to identify and assess risks associated with work-related hazards. HIRA process is followed to identify work-related hazards for all routine & non-routine activities. Based on the severity of risks, we take mitigation measures as per the hierarchy of risk controls such as engineering, administrative, and PPE controls, etc.

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

Yes, we have processes for employees to report work-related hazards

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

Yes, HHIL believes in establishing an environment in which employees' financial requirements, in addition to their remunerations, are met. All employees are covered under Health Insurance Scheme provided by HHIL or the Employees State Insurance (ESI) scheme.

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

At present, as per available records maintained by the health & safety team for HHIL offices, there have been no fatalities or high-consequence injuries among employees in FY 23.

Safety Incident/Number	Category	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (Per one-million-person hours worked)	Employees	0	0
	Workers	NA*	NA*
Total recordable work-related injuries	Employees	0	0
	Workers	NA*	NA*
No. of fatalities	Employees	0	0
	Workers	NA*	NA*
High consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	NA*	NA*

*HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers

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

HHIL has the highest regard for the health, safety, and well-being of its employees. Thus, we have an EHS management system in place for Hazard identification & risk assessment, safety audits, and training, safe operating procedures, and EHS Manual to ensure a safe and healthy workplace. We have also initiated health & safety training followed by preventive and corrective actions. This will ensure that we comply with all crucial requirements in the future.

13. Number of Complaints on the following made by employees

Particulars	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

Particulars	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

At HHIL, we are undertaking measures to promote continuous improvement in our health and safety practices. There have been no safety-related incidents at the workplace. However, we have strengthened our internal procedures to prevent any potential risks, including

- Procedures for safety incident management including incident monitoring, investigation, and reporting
- Safety-related training and awareness generation
- Emergency response and preparedness including improvements in fire safety measures

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. HHIL has life insurance policy for all the permanent employees.

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

HHIL is committed to upholding Principle 4 of the BRSR and will continue to engage with its stakeholders to ensure that its business practices are responsible, sustainable, and responsive to the needs of all. The Company engages with its stakeholders on an ongoing basis to understand their needs and expectations. The Company also conducts regular stakeholder mapping exercises to identify and prioritize stakeholders based on their relevance to its business. HHIL has established channels for stakeholders to raise concerns or provide feedback, and it takes these inputs seriously. HHIL believes that by respecting the interests of all stakeholders, it can build long-term relationships that benefit everyone.

Essential Indicators

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

HHIL has already completed a systematic and iterative approach to identify stakeholders who have an interest in or may be impacted by its activities. HHIL has identified its key stakeholders as below:

1. Firstly, an internal stakeholder comprises individuals within the organization who are part of critical functions such as Employees and Board Members
2. Following this, an external stakeholder, individuals outside the organization, such as vendors, suppliers, investors, regulators, NGOs, local communities, and other key stakeholders.
3. Once all stakeholders were identified, they were prioritized based on their level of influence on the business and the impact that the organization's activities have on them. This process helped determine the most critical stakeholders with whom the organization needed to engage more deeply.



The organization continues to regularly review and update its stakeholder analysis to remain responsive towards stakeholder needs and expectations. This process ensures that the organization is addressing the important challenges and opportunities it faces by engaging with the right set of stakeholders in a transparent and accountable manner.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	Meetings, emails, and others	Quarterly & on need basis	Business enhancements, Governance, Fair business practices
Employees	No	Email, notice board, intranet	Regularly & on a need basis	Employee engagement activities, training, awareness, and welfare programs for health, safety and well-being, learning development and upskilling
Community	Yes	Community meetings, pamphlets	Regularly & on a need basis	Need assessment, Development Program, and impacts, and opportunities for improvement
Suppliers	No	Email, website	Regularly & on a need basis	Ethical practices, business expectation and growth. Query and Grievance redressal Vendor satisfaction
Investors	No	Email, SMS, advertisements, website, newspaper	Regularly & on a need basis	Business updates, Queries, Business Performance - financial and non-financial, Events & Activations (campaigns & announcements)
Shareholders	No	Email, advertisements, website, newspaper	Quarterly & on need basis	Annual General Meetings, Dividend updates, Business Performance, Sustainability announcements
Regulators	No	Email, correspondence, meetings	On need basis	Discussions on Statutory and Regulatory compliances regulations and their amendments, inspections, and regulatory approvals
Bankers	No	Email, meetings	On need basis	Discussion on Company Finance
Auditors	No	Email, meetings	Annually & on a need basis	Discussion on Company's financials, processes, and systems
Industrial Association	No	Email, Website, Seminars, Conferences	On need basis	Industry concerns related to health, environment, safety, inter-company product transfer, etc. Collaboration for commercialization of Technologies / Products or Joint Research, providing product / technology components, Complaints and grievance redressal

PRINCIPLE 5: Businesses should respect and promote human rights

HHIL is committed to respect and promote human rights of all stakeholders and ensures that there is no violation while conducting business. The company is committed to create an environment that fosters these rights for all its stakeholders, including employees, customers, suppliers, and local communities, and strongly believes in fostering human dignity and equality, mutual respect, trust, tolerance, and fairness.

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 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	442	442	100%	400	400	100%
Other than permanent	136	136	100%	137	137	100%
Total Employees	578	578	100%	537	537	100%
Workers						
Permanent*	0	0	0%	0	0	0%
Other than permanent	12	12	100%	12	12	100%
Total Workers	12	12	100%	12	12	100%

*HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers.

Note: At HHIL, we conduct mandatory training on Fair Employment and Harassment free workplace for all employees and workers which covers the principles of Human Rights.

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

Category	FY 2023 (Current Financial Year)					FY 2022 (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)
Employees										
Permanent										
Male	427	0	0.00%	427	100%	386	0	0.00%	386	100%
Female	15	0	0.00%	15	100%	14	0	0.00%	14	100%
Other than Permanent										
Male	130	126	96.92%	4	3.08%	133	129	96.99%	4	3.01%
Female	6	6	100%	0	0.00%	4	4	100%	0	0.00%
Worker										
Permanent										
Male										NA*
Female										NA*
Other than Permanent										
Male	10	10	100%	0	0%	10	10	100%	0	0%
Female	2	2	100%	0	0%	2	2	100%	0	0%

*HHIL operates as a retailer, specializing in the sale of manufactured products only, and as part of our business model, we do not employ any permanent workers.



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

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in ₹)	Number	Median remuneration/ salary/wages of respective category (in ₹)
Board of Directors (BoD) (wholetime director)	1	3,07,94,307	-	-
Key Managerial Personnel	2	2,09,05,336	1	93,07,582
Employees other than BoD & KMP	425	8,00,000	14	10,76,000
Workers	NIL	NIL	NIL	NIL

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, all the issues pertaining to Human Rights are overseen by the respective HR head. The HR head is in charge of assessing reported concerns and ensuring that they are handled and corrected. They also suggest appropriate resolution in consultation with Senior Management.

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

HHIL's Vigil Mechanism Policy establishes a framework for reporting and rectifying human rights violations. Additionally, a dedicated email address (brr@shilgroup.com) is available for reporting grievances or complaints.

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

Particulars	FY-23 (Current Financial Year)			FY-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		
Discrimination at workplace						
Child labour						
Forced labour / Involuntary labour						
Wages						
Other human rights related issues						

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

When addressing complaints within the grievance redressal system, every measure is taken to ensure a discreet investigation, aimed at preventing any adverse consequences. The entire process is conducted with the utmost confidentiality. To safeguard complainants from potential negative outcomes, the Company follows established procedures outlined in the grievance redressal process and adheres to the provisions of the POSH Act.

Through the grievance redressal mechanism, employees, workers, independent contractors, and suppliers can openly express concerns related to human rights without the fear of reprisal. All valid infractions are treated with gravity, and appropriate actions are taken accordingly. Depending on the severity of the issue, these actions may extend to terminating commercial agreements and employment contracts.

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

Yes, the Company's Human Rights Policy extends its applicability to encompass not only its business associates but also any other entities that engage directly with the Company as part of its business operations. This commitment underscores the Company's dedication to upholding fundamental human rights principles throughout its entire network of interactions and collaborations.

9. Assessments for the year

% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	-

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

HHIL is committed to conduct business in an environment-friendly and safe manner. HHIL demonstrates its commitment towards conducting business in a responsible and sustainable manner, while reducing the ecological footprint. We also focuses on responsible management of resources, including energy, waste, water and mitigating carbon emissions. Due to various local requirements, legal developments are pursued and evaluated and - where necessary - measures are implemented at all locations.

Essential Indicators

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

Parameter (in GJ)	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total electricity consumption (A)	1166.37	902.31
Total fuel consumption (B)	165.64	70.18
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1332.01	972.49
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.024 GJ/₹ Cr.	0.0199 GJ/₹ Cr.

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.

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



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

Parameter	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	3484	2817
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	3484	2817
Total volume of water consumption (In kiloliters)	3484	2817
Water intensity per rupee of turnover (Water consumed / turnover in ₹)	0.063 kl/₹ Cr	0.057 Kl/₹ Cr

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.

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

At HHIL, currently, we do not have a Zero Liquid Discharge mechanism. However, we are planning and are in between developing and implementing the ZLD mechanism in the subsequent years.

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

Parameter	Please specify unit	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
NOx		Not Applicable, HHIL being a retail company doesn't have any ambient air emissions due to its day-to-day operations (particularly NOx, SOx, and PM).	
SOx			
Particulate matter (PM)			
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, the name of the external agency.

No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

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

Parameter	Unit	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	12.39	5.25
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	230.03	198.01
Total Scope 1 and Scope 2 emissions per rupee of Turnover (in ₹)	tCO ₂ e/₹ Cr.	0.0044	0.0042

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, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

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

Yes, the Company has been undertaking several initiatives to curb the greenhouse gas emissions. We have replaced conventional lights with LED lights and have been transitioning from non-renewable energy source to renewable energy source like the installation of solar panels. Further, in the subsequent years we are considering expanding our initiatives.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	0.8
Bio-medical waste (C)	-	-
Construction & demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	-	0.8
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (In metric tonnes)*		
Category of waste		
(i) Recycled	-	0.8
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	0.8
For each category of waste generated, total waste disposed by nature of disposal method (In metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

*For FY 2022-23, at HHIL, we have not conducted any assessment for e-waste as we were having very less number of assets to perform. Also for FY 2023-24, we have already initiated the E-Waste Assessment process.

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.

HHIL operates as a retailer, specializing in the sale of manufactured products only, and thus, no hazardous or toxic chemicals are used in our business operations.



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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
Not Applicable, This indicator is not relevant as we don't have any operations/offices in or around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.			

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

Name & brief details of project	EIA Notification No.	Date	Results communicated in public domain (Yes / No)	Name and brief details of project	EIA
Not Applicable, HHIL has not undertaken any Environmental Impact Assessments for any project during the current financial year.					

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

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Not Applicable				

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

HHIL is a part of several industry and trade associations and actively contributes to such forums to enable sharing of best practices, represent industry concerns and support in implementing measures to foster growth of industry and larger communities. We pursue our policy advocacy work by collaborating with various trade and industry associations, government bodies, as well as other comparable collective platforms, and we drive efforts to ensure policy advocacy positions support ethical business practices, environmental stewardship, social well-being, and respect for human rights.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

HHIL is affiliated with 4 trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Indian Council of Sanitaryware Manufactures	National
3	PHD Chamber of Commerce and Industry (PHDCCI)	National
4	Water Quality Association (WQA)	National

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

Name of the entity	Brief of the case	Corrective action taken
There were no adverse orders from regulatory authorities hence, this question is not applicable.		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

As a responsible corporate entity, HHIL believes in fulfilling its responsibility towards the community and society through its socio-economic activities for the benefit of the underprivileged sections. The Company aims to leverage its position and resources to make a difference for local communities to elevate their quality of life.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not applicable					

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In ₹)
Not applicable					

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

Given the nature of our business which is retailing, we do not operate in or around communities directly. Hence, we do not have mechanisms in place to receive and redress the grievances of the community.

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

	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	53%	44%
Sourced directly from within the district and neighboring districts	70%	70%

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

HHIL being a customer-centered business constantly strives to innovate and enhance its customer experience. The company prioritizes and incorporates customer feedback regularly to improve its current position and increase customer satisfaction regarding the services provided. The Company's products are the result of understanding consumers' needs, through innovative technology by combining generations of practical experience with a continuous flow of new knowledge.

Essential Indicators

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

HHIL believes in putting the customer at the center of its value proposition. In order to ensure customers can easily reach us, we have established multiple lines of communication such as online service requests, a central helpline, WhatsApp support, app-based interaction, and email-id. We have established a structured data management system and SLA to ensure every query is responded to within a specified period of time.



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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

3. Number of consumer complaints in respect of the following

	FY 23 (Current Financial Year)			FY 22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy						
Advertising						
Cyber security						
Delivery of essential services			Nil			
Restrictive Trade Practices						
Unfair Trade Practices						
Other	10823	154*	-	9068	88*	-

*All the pending complaints are resolved post year closure

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls	There have been no product recalls in the reporting period of FY 23	

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 to the policy.

Yes, HHIL has an internal robust cybersecurity policy that addresses the rise of cyber threats and crimes organizations face today. This policy helps in protecting the Company from cyber threats, safeguarding sensitive data such as designs, patents, and customer and employee information. The policy can be assessed at the web link: <https://www.hindwarehomes.com/privacy-policy.php>

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.

NIL