

Business Responsibility and Sustainability Report

INTRODUCTION

This Business Responsibility and Sustainability Report provides an overview of the activities carried out by the Company under each of the nine principles as outlined in the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVEG) released by the Ministry of Corporate Affairs, and is in accordance with the Securities and Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements) Regulations, 2015.

SECTION A – GENERAL DISCLOSURES

Details

1.	Corporate Identity Number (CIN) of the Listed Entity	L31402WB1934PLC007993
2.	Name of the Company	Eveready Industries India Ltd.
3.	Year of incorporation	1934
4.	Registered office address	2 Rainey Park, Kolkata- 700019
5.	Corporate address	As above
6.	E-mail	investorrelation@eveready.co.in
7.	Telephone	033-2486 4961
8.	Website	www.evereadyindia.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	NSE, BSE & CSE
11.	Paid-up Capital	₹ 3,634.36 Lakhs
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Arun Sahay aksahay@eveready.co.in
13.	Reporting boundary	Disclosures made in this report are on a standalone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

Products/Services

16. Details of business activities (accounting for 90% of the turnover) –

Description of main activity	Description of business activity	% of turnover
Consumer Goods	The products of the Company include dry cell batteries, flashlights, lighting and electrical products.	100 %

17. Products/services sold by the entity (accounting for 90% of the entity's turnover) –

S. No.	Product/services	NIC Code	% of total turnover contributed
1.	Dry Cell Batteries	27201	64.08%
2.	Flashlight (Torches)	27400	12.17%
3.	Lighting and Electricals	27400	23.32%

Operations

18. Number of locations where plants and/or operations/offices of the entity are situated –

Location	Number of plants	Number of zonal offices	Total
National	6	4	10
International		Not Applicable	

19. Markets served –

a) Number of locations –	National (No. of states)	Pan India
	International (No. of countries)	5

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

In FY 2023-24, the Company exported 1.7% of its turnover from India to countries outside.

c) A brief on types of customers

The Company is in the business of consumer goods being dry cell batteries, flashlights, lighting and electrical products. It has a large distribution network over its distributors, stockists and customers both in urban and rural areas.

Employees

20. Details as at the end of Financial Year –

a) Employees and workers (including differently abled) –

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1,190	1,135	95.38%	55	4.62%
2.	Other than permanent (E)	291	290	99.66%	1	0.34%
3.	Total employees (D + E)	1,481	1,425	96.22%	56	3.78%
Workers						
4.	Permanent (F)	782	667	85.29%	115	14.71%
5.	Other than permanent (G)	706	680	96.32%	26	3.68%
6.	Total workers (F + G)	1,488	1,347	90.52%	141	9.48%

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)	1,190	1	0.08%	-	-
2.	Other than permanent (E)	291	-	-	-	-
3.	Total differently abled employees (D + E)	1,481	1	0.07%	-	-
Differently abled workers						
4.	Permanent (F)	782	-	-	-	-
5.	Other than permanent (G)	706	1	0.14%	-	-
6.	Total differently abled workers (F + G)	1,488	1	0.07%	-	-

21. Participation/inclusion/representation of women –

Particulars	Total (A)	No. and % of females	
		No. (B)	% (B / A)
Board of Directors	13	1	7.69%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent employees and workers -

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	30.98%	0.51%	31.49%	42.00%	20.00%	41.00%	27.00%	17.00%	27.00%
Permanent workers	2.13%	1.50%	3.63%	4.67%	0.40%	4.67%	3.01%	0.10%	3.01%

Holding, subsidiary and associate companies (including joint ventures)

23. Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name	Holdings/ subsidiary/ associate/ joint venture	% of shares held by listed entity
1	Greendale India Limited	Subsidiary	100.00%
2	Everspark Hongkong Private Limited	Subsidiary	100.00%
3	Preferred Consumer Products Private Limited	Joint Venture	11.56%

The BRSR policies are extended to the above companies as applicable.

CSR Details

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013** - Yes
 (ii) **Turnover (in ₹)** – 1,314.16 Crores
 (iii) **Net worth (in ₹)** – 383.78 Crores

Transparency and Disclosure Compliances

25. **Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC) –**

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2023-24		FY 2022-23	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
The Company has various channels for all of its stakeholders to vocalize grievances, both internally and externally. The Grievance Redressal Mechanism can be accessed at https://www.evereadyindia.com/brsr-policies.html . The additional channels are as under:					
Communities	Yes. In addition to the above, the Company also engages with communities through the locations where the Company operates.	-	-	-	-
Investors and Shareholders	Yes. Investors and shareholders can also reach out to the Company at investorrelation@eveready.co.in or the Registrar & Share Transfer Agent of the Company at mdpldc@yahoo.com . A specific section is available on the Company's website where the shareholders and investors can post their queries and grievances.	9	-	33	-
Employees and workers	Yes. Employees and workers can also reach out for concerns and suggestions through various formal and informal modes. Various grievance redressal mechanisms for addressing human rights issues inclusive of sexual harassment and a Vigil Mechanism/ Whistle Blower Policy at https://www.evereadyindia.com/wp-content/themes/eveready/pdf/whistle-blower-policy1.pdf are also available to address concerns and grievances.	-	-	-	-
Customers	Yes. The Company also has a mechanism to enable customers to address concerns and feedback to consumercare@eveready.co.in and a tollfree number – 18002003445. A specific section is available on the Company's website where the customers can post their queries and grievances	1,522	-	2,697	-
Value chain partners	Yes. The Company also has a mechanism to enable the suppliers to address concerns and feedback to procurement@eveready.co.in . In terms of the Company's Policy/Code for Suppliers & Service Providers, they are expected to comply with the Code and notify non-compliance, if any, to the Company.	-	-	-	-

26. 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:

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive / negative Financial implications
GHG Emissions	Opportunity	The Company continues to initiate substantial measures to set up efficient systems and processes to reduce GHG Emissions.		Positive
Waste Management	Opportunity	The Company has a robust system of collection and recycling processes in place with an intent to reduce e-waste, hazardous waste, plastic and other wastes like paper, metal and wood.		Positive
Energy Management	Opportunity	The Company has embarked on Energy saving processes and installed 1.7 MWp On-Grid Solar Photo Voltaic modules in 2 units and its Head Office.		Positive
Water Management	Opportunity	Rainwater harvesting is being practiced at majority of the manufacturing locations. The Company has systems and processes in place to control usage of water resource.		Positive
CSR	Opportunity	The outreach of the Company to the community is being continuously reassessed for wider application to financially challenged segments of the population in the locations where the Company operates.		Positive
Human Rights	Opportunity	The Company recognizes and respects Human Rights and has adopted a Human Rights policy inclusive of setting up of a Grievance Redressal Mechanism for addressing Human Rights issues.		Positive

SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC principles and core elements

Principle Description	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
P1 Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable									
P2 Businesses should provide goods and services in a manner that is sustainable and safe									
P3 Businesses should respect and promote the well-being of all employees, including those in their value chains									
P4 Businesses should respect the interests of and be responsive to all their stakeholders									
P5 Businesses should respect and promote human rights									
P6 Businesses should respect and make efforts to protect and restore the environment									
P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent									
P8 Businesses should promote inclusive growth and equitable development									
P9 Businesses should engage with and provide value to their consumers in a responsible manner									
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web-link of the policies, if available	https://www.evereadyindia.com/brsr-policies.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Principle Description	
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest stewardship council, Fair trade, Rainforest alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	The Company's manufacturing facilities have well-defined Safety, Health and Environment (SHE) and Quality Management and Occupational Health and Safety Management Systems in place, aligned with International Standards like ISO 9001, ISO 14001, ISO 45001 and ISO 50001. The relevant products of the Company are BIS compliant or BEE Energy Star rated as per requisite applicability.
5. Specific commitments, goals and targets set by the entity	The Company is committed to sustainable energy and reducing carbon intensity to build a better and greener tomorrow with its business conduct and its response to sustainability issues pertaining to its environmental, social and governance targets.
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met	

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) –

The Company endeavours to continuously adopt measures to achieve sustainability accompanied with growth and believes that its proactive response to its environmental, social and governance targets and achievements will contribute in generating long term value not only for the Company but also for its stakeholders. The Company is committed to sustainable energy and reducing carbon intensity through process innovations and energy saving activities across its locations. It has installed On-Grid Solar Photo Voltaic modules at 3 locations and has set up efficient systems and processes to reduce GHG Emissions. The Company is also committed towards water management with most of the manufacturing units being zero liquid discharge with systems and processes in place to control usage of water resource. Rainwater harvesting is also practiced at majority of the manufacturing locations. The Company is cognizant of reducing waste and conserving of natural resources. The Company is committed to promoting inclusive growth and well-being of its communities around the locations where it operates and to create an inclusive and diverse workplace with equal opportunity for all.

8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy/policies

Board of Directors.

9. Does the entity have a specified committee of the Board/ Director responsible for decision making on sustainability-related issues? (Yes / No). If yes, provide details.

Yes. The Board has constituted various committees which are responsible for and have a remit over key sustainability related matters as below:

The Corporate Social Responsibility (CSR) Committee	The CSR Committee assists the Board in formulating and recommending the CSR Policy and the Annual Action Plan in pursuance of the CSR Policy of the Company, inclusive of the allocation of the CSR activities to be undertaken across the locations and expenditure thereof for the Company to undertake in pursuance of its statutory obligations. The Committee reviews the CSR Policy and monitors and oversees its implementation and the Annual Action Plan.
The Risk Management Committee (RMC)	The RMC assists the Board in formulating the Risk Management Policy inclusive of a framework for identification of internal and external risks specifically faced by the Company, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks), information, cyber security risks or any other risk as may be determined by the Committee. The Committee ensures that appropriate methodology, processes and systems are in place. It reviews the Risk Management Policy and monitors and oversees implementation of the Policy including evaluating the adequacy of risk management systems for the same.
The Stakeholders Relationship Committee (SRC)	The SRC assists the Board in resolving the grievances of the shareholders of the Company with regard to the complaints relating to transfer/transmission of shares, non-receipt of annual report, non-receipt of declared dividends, issue of new/duplicate certificates, general meetings etc.

10. Details of review of NGRBCs by the Company –

Subject for review	Indicate whether the review was undertaken by Director/Committee of the Board/ any other Committee									Frequency (Annually/ half-yearly/ quarterly/ any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		Annually
Compliance with statutory requirements of relevance to the principles and the rectification of any non-compliances					Yes													The compliance is checked quarterly and policies are updated as and when required

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency –

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

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

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	Principles of NGBRC and Policies thereon	100%
Key Managerial Personnel	1	Principles of NGBRC and Policies thereon	
	1	POSH awareness and Policy thereon	100%
	1	Safety and Health awareness	
Employees other than BoD and KMPs	2	Principles of NGBRC and Policies thereon	
	2	POSH awareness and Policy thereon	
	28	Safety and Health awareness	100%
	52	Sales training/workshop	
	36	Product knowledge and training	
	16	Skill development	
Workers	68	Safety and Health awareness	
	268	Skill development	100%

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

	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of Case	Has an appeal been preferred (Yes/No)
Monetary					
Penalty/Fine					
Settlement	None		Not Applicable		
Compounding Fee					
Non-Monetary					
Imprisonment					
Punishment	None		Not Applicable		

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision are preferred in cases where monetary or non-monetary action has been appealed –

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable.	

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

Yes, the Policy can be accessed at <https://www.evereadyindia.com/brsr-policies.html>.

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 2023-24	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of conflict of interest of Directors	-		-	
No. of complaints received in relation to issues of conflict of interest of 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.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format –

	FY 2023-24	FY 2022-23
Number of days of accounts payables	61 days	59 days

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format –

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	11%	10%
	b. Number of trading houses where purchases are made from	325	400
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	90%	86%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	99%	99%
	b. Number of dealers/distributors to whom sales are made	2,564	5,578
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	13.09%	10.06%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.49	0.79
	b. Sales (Sales to related parties/Total Sales)	-	-
	c. Loans & Advances (Loans & advances given to related parties/total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)**	26.15	26.15

*The products are sold to dealers who further distribute the products onwards.

**Outstanding as at the financial year ended.

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 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	-	-	As mentioned below
CAPEX	7.47%	16.57%	As mentioned below

The manufacturing facilities of the Company are equipped with globally benchmarked technology platforms and the Company follows the best-in-class operating standards, with focus on quality (ISO 9000) and environmental best practices (ISO 14000).

The Company has a strong Research and Development (R&D) Centre located in Kolkata which was established in the year 1976, for development and improvement in product performance, import substitution and environment friendly products. The R & D Centre is approved by the 'Department of Science and Industrial Research (DSIR)', Government of India.

The NABL accredited laboratory of the Company is equipped for testing Carbon Zinc Batteries, Alkaline Batteries, NiMH/NiCd Batteries, Lithium Cells, Lead Acid Batteries, Button Cells, LED lights and Luminaires as per Indian and International standards.

This ensures the Company's strength to move forward as market leader, develop techno commercially viable products, digitization of operations, process automations, productivity improvement and innovation in the field of environment-friendly products and recycling of hazardous waste, reduction of usage of paper, reduction of plastic usage, etc.

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

Yes, suppliers and transporters are encouraged to address social and environmental requirements with preference given to ISO-9001, ISO-14001 and ISO-45001 certified suppliers. The Company has in place a Policy/Code for Suppliers to inter-alia promote sustainability across the supply/value chain and all suppliers are expected to meet the requirements of this Code and guidance is provided on aspects of sustainability to improve their awareness.

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

55% of the inputs were sourced sustainably.

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 –

- The Company strives to optimize its resources by following the principles of Reduce, Reuse and Recycle. Recycled and recyclable paper is used for packaging of products. Biodegradable polybags are used for packaging of products.
- All the categories of plastic waste primarily generated from raw material supply packaging and process rejects are segregated and recycled to authorized plastic waste handlers and recyclers.
- E-waste generated across locations is collected, stored and safely disposed to recyclers authorized by the Central/State Pollution Control Board (CPCB).
- Hazardous waste generated at respective manufacturing locations is stored safely in dedicated areas under lock & key and disposed to PCB authorized Recyclers / Common Hazardous Waste Treatment Storage & Disposal Facilities.
- All other non-hazardous solid waste like paper, metal, wood etc. are collected, stored and disposed to the respective scrap handlers.

All necessary regulatory compliances are being followed. The Company receives disposable and re-cycling credits from the respective plastic waste recyclers. In FY 2023-24, the Company recycled 155.55 MT of e-waste and 1061.07 MT of plastic packaging waste.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards?

Yes, the waste collection plan is in-line with the EPR plan submitted to Central Pollution Control Board.

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employee											
Male	1,135	1,135	100%	1,135	100%	-	-	1,135	100%	-	-
Female	55	55	100%	55	100%	55	100%	-	-	-	-
Total	1,190	1,190	100%	1,190	100%	55	100%	1,135	100%	-	-
Other than permanent employees											
Male	290	290	100%	290	100%	-	-	-	-	-	-
Female	1	1	100%	1	100%	1	100%	-	-	-	-
Total	291	291	100%	291	100%	1	100%	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	667	*667	100%	667	100%	-	-	-	-	-	-
Female	115	*115	100%	115	100%	115	100%	-	-	115	100%
Total	782	782	100%	782	100%	-	-	-	-	-	-
Other than permanent workers											
Male	680	680	100%	680	100%	-	-	-	-	-	-
Female	26	26	100%	26	100%	26	100%	-	-	-	-
Total	**706	706	100%	706	100%	-	-	-	-	-	-

*497 male workers and 114 female workers are covered under ESI.

** All 706 other than permanent workers are covered under ESI.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	1.77	1.35

2. Details of retirement benefits-

	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
NPS	3.98%	-	Yes	-	-	-
ESI	28.00%	37.94%	Yes	31.22%	75.11%	Yes
Superannuation	10.00%	-	Yes	16.00%	-	Yes

3. Accessibility of workplaces –

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

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

Yes, the Policy can be accessed at <https://www.evereadyindia.com/brsr-policies.html>.

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

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable			
Female	100%	100%	100%	100%
Total	100% for permanent employees and workers that took maternity leave.			

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

(If Yes, then give details of the mechanism in brief)	
Permanent workers	Yes, the Company has a Vigil Mechanism/Whistle Blower Policy, as well as a Grievance Redressal Mechanism which is also updated on the website of the Company and accessible at https://www.evereadyindia.com/brsr-policies.html
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

	FY 2023-24			FY 2022-23		
	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	1,190	-	-	1,121	-	-
Male	1,135	-	-	1,078	-	-
Female	55	-	-	43	-	-
Total Permanent Workers	782	674	86.19%	811	708	87.30%
Male	667	564	84.56%	683	580	84.92%
Female	115	110	95.65%	128	128	100.00%

8. Details of training given to employees and workers –

Category	FY 2023-24					FY 2022-23				
	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	1,135	1,135	100%	1,135	100%	1,078	1,078	100%	1,078	100%
Female	55	55	100%	55	100%	43	43	100%	43	100%
Total	1,190	1,190	100%	1,190	100%	1,121	1,121	100%	1,121	100%
Workers										
Male	667	667	100%	667	100%	683	683	100%	683	100%
Female	115	115	100%	115	100%	128	128	100%	128	100%
Total	782	782	100%	782	100%	811	811	100%	811	100%

9. Details of performance and career development reviews of employees and workers –

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,135	1,135	100%	1,078	1,078	100%
Female	55	55	100%	43	43	100%
Total	1,190	1,190	100%	1,121	1,121	100%
Workers						
Male	667	667	100%	683	683	100%
Female	115	115	100%	128	128	100%
Total	782	782	100%	811	811	100%

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

Yes, the Company has well-defined Safety, Health and Environment (SHE) and Quality Management Systems aligned with International Standards like ISO 9001, ISO 14001 and ISO 45001 and Occupational Health and Safety Management Systems in place, steered by robust safety procedures and emergency response plan to cover all the manufacturing process, equipment, hazards etc. across all the offices, manufacturing facilities, godowns/ warehouses. Most of the manufacturing locations having transitioned from OSHAS 18000 to ISO 45001. Operating under the guiding principles of the SHE systems, the Company focuses on people development, quality control, cost-efficiency, 5S and KAIZEN.

The Company adheres to all applicable environmental laws and regulations and has implemented processes to minimize its impact on the environment and emphasizes on sustainable practices and operational excellence.

The Company has established strict health and safety standards in its manufacturing facilities to ensure the well-being of its employees and minimize the risk of accidents and all employees equally participate to mitigate all the unsafe acts and conditions to make the workplace safer and environment friendly within the manufacturing operations.

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

Standard Operating Procedures (SOP), Job Safety Health Analysis, Hazard Identification and Risk Assessment (HIRA), Hazardous work permits (HWP) are implemented. Extensive safety training is provided to employees to foster a culture of safety first.

The Company undertakes periodic internal and external audits in order to ensure the compliance of occupational Health and Safety management system within its manufacturing operations. Work related hazards and risk assessment thereof are identified by implementation of robust safety procedures and emergency response plan to cover all the manufacturing process, equipment, hazards etc. across all the offices, manufacturing facilities, godowns / warehouses.

The Company's systems facilitate implementation of best safety practices which are reviewed at regular intervals.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?

Yes. The Company has a SOP for workers to identify and report on work-related hazards and the subsequent steps to mitigate them. Workers have access to hazard identification slips and suggestion box for any work-related hazards and also have an equal participation in the General Safety Committee Meeting which is held every month to raise any work-related safety concerns. Observations, if any, are noted in the daily operational log book for generation of actionable plan(s).

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, the employees/ workers have access to non-occupational medical and healthcare services, as applicable.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees		
	Workers	1.01	1.64
Total recordable work-related injuries	Employees	-	-
	Workers	*5	*4
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

* Minor injuries

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

Employees undergo a new Employee Safety Training program on joining the Company. All employees adhere to the Safety Procedures and Emergency Response Plan of the unit which enables them to work in a safe and healthy environment. SOP's are displayed in English and vernacular language. Safety awareness and training programs are conducted on regular intervals as per the gap analysis to promote and imbibe safety culture. Fire drill and evacuation drill is conducted at scheduled intervals to continuously train on fire safety. Fire detection, fire alarm and requisite support system for fire suppression is available to mitigate fire in case of any eventuality. Annual Maintenance contracts are in place to cater to the servicing requirement of the utilities and firefighting equipment. Factory operations is supported by full time Emergency vehicle for any unforeseen incident. Special thrust on safety is given at the design stage of the equipment to minimize man machine interface. All exits are marked, clearly lit up and kept clear from all obstructions. Factory Layouts are designed for speedy evacuation. Safety Improvement Projects are undertaken based on the Safety Tours and Safety Meetings to improve upon the SHE aspects of the Company. Annual SHE Audit is conducted primarily based on IS 14489:2018 by a third party to evaluate the safety status and scope of its improvement.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year

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

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

The Company undertakes periodic internal and external audits to assess health and safety practices and working conditions at its manufacturing locations. During FY 2023-24, the Company reported no fatalities of any employee whilst on duty.

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.

Stakeholder groups are identified based on the nature of their engagement with the Company. Internal and external groups/bodies that adds value to the business chain of the Company are identified as key stakeholder groups.

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
Shareholders	No	Email, newspaper, advertisements, website, grievance mechanism, General Meetings, Stock Exchange disclosures, written & verbal communication.	Annually and quarterly as the case maybe.	Financial Results, dividend, requisite approvals, resolution of complaints and other Company updates, etc.
Employees	No	Email, intranet, website, noticeboard, house magazine, social activities, senior leadership communication, trainings, goal setting and performance appraisals, meetings, reviews, exit interviews, wellness initiatives, grievance mechanism.	Ongoing	Performance analysis and career path setting, innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiative, etc.
Customers	No	Email, newspaper, pamphlets, advertisements, website, grievance mechanism, customer care toll free number, meetings, surveys, written & verbal communication.	Ongoing	Product quality and availability, complaints handling, responsiveness to needs, feedbacks, payment collection, marketing and brand communication, etc.
Suppliers	No	Website, email, contracts, written & verbal communication, meetings, visits and surveys.	Ongoing	Query and timely delivery, Policy/Code for Suppliers, payment and transportation, etc.
Communities	No	Email, website, meetings, reviews, branding and social initiatives.	Ongoing	Engagement with beneficiaries of CSR for proper outreach of social initiatives, etc.

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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,190	1,190	100%	1,121	1,121	100%
Total Employees	1,190	1,190	100%	1,121	1,121	100%
Workers						
Permanent	782	782	100%	811	811	100%
Total Workers	782	782	100%	811	811	100%

2. Details of minimum wages paid to employees and workers –

Category	FY 2023-24				FY 2022-23					
	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	1,190	-	-	1,190	100%	1,121	-	-	1,121	100%
Male	1,135	-	-	1,135	100%	1,078	-	-	1,078	100%
Female	55	-	-	55	100%	43	-	-	43	100%
Other than Permanent	291	-	-	291	100%	-	-	-	-	-
Male	290	-	-	290	100%	-	-	-	-	-
Female	1	-	-	1	100%	-	-	-	-	-
Workers										
Permanent	782	-	-	782	100%	811	-	-	811	100%
Male	667	-	-	667	100%	683	-	-	683	100%
Female	115	-	-	115	100%	128	-	-	128	100%
Other than Permanent	706	-	-	706	100%	781	-	-	781	100%
Male	680	-	-	680	100%	755	-	-	755	100%
Female	26	-	-	26	100%	26	-	-	26	100%

3. Details of remuneration/salary/wages –**a. Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD) - Non Executive	11	5.20 lakhs	1	7.60 lakhs
Board of Directors (BoD) - Executive	1	2.10 crores	-	-
Key Managerial Personnel	1	1.90 crores	1	87.00 lakhs
Employees other than BoD and KMP	1,133	5.30 lakhs	54	6.70 lakhs
Workers	667	3.00 lakhs	115	3.00 lakhs

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	14.48%	15.26%

4. Do you have a focal point (individual/ committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The human rights concerns, if any, are dealt with by departmental heads and on escalation, if any, the issues are to be deliberated and resolved at a higher level.

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

The Company has a grievance redressal mechanism for employees. All employees are encouraged to raise concerns about any actual or suspected cases at the earliest possible stage. The grievance redressal mechanism related to human rights issues are embodied in the Company's Vigil Mechanism/Whistle Blower Policy and the Policy on Sexual Harassment.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

No complaints have been received under these categories

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013-

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)		
Complaints on POSH as a % of female employees/workers		
Complaints on POSH upheld		

No complaints have been received under these categories

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

In terms of the Vigil Mechanism/Whistle Blower Policy and the Policy on Sexual Harassment all parties concerned/involved in the process of investigation are to maintain strict confidentiality of all matters under the policies and also provides for protection of the complainant against victimization.

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

Yes.

10. Assessments of the year

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

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

Not applicable.

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 –

Parameter	Unit	FY 2023-24	FY 2022-23
From renewable sources			
Total electricity consumption (A)	KJ	29,10,11,760	-
Total fuel consumption (B)	KJ	-	-
Energy consumption through other sources (C)	KJ	-	-
Total energy consumed from renewable sources (A+B+C)	KJ	29,10,11,760	-
From non-renewable sources			
Total electricity consumption (D)	KJ	53,14,45,28,248	56,27,31,42,792
Total Fuel consumption (E)	KJ	5,73,71,27,454	5,82,03,98,637
Energy consumption through other sources (F)	KJ	23,81,16,83,493	26,33,05,34,310
Total energy consumed from non-renewable sources (D+E+F)	KJ	82,69,33,39,195	88,42,40,75,739
Total energy consumed (A+B+C+D+E+F)	KJ	82,98,43,50,955	88,42,40,75,739
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	KJ/INR	6.31	6.66
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP)	KJ/INR	141.34	147.65
Energy intensity in terms of physical output	KJ / Mn. No.	6,50,34,757.80	6,54,50,883.26

No independent assurance has been done for data verification.

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 –

Not applicable.

3. Provide details of the following disclosures related to water –

Parameter	Unit	FY 2023-24	FY 2022-23
Water withdrawal by source (in Kilolitres)			
i. Surface Water (Supplies by Municipality etc.)	Kilolitre	17,425	22,996
ii. Groundwater (Borewell supplies)	Kilolitre	96,468	1,05,046
iii. Third Party water (Supplies by Tanker etc.)	Kilolitre	27,965	60,966
iv. Seawater / desalinated water	Kilolitre	-	-
v. Others (Bottled water etc.)	Kilolitre	1,911	47,071
Total volume of water withdrawal (i + ii+ iii+ iv+ v)	Kilolitre	1,43,769	2,36,079
Total Volume of water consumption	Kilolitre	1,43,769	2,36,079
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	Litre / INR	0.000011	0.000018
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Litre / INR	0.00024	0.00039
Water intensity in terms of physical output	Kilolitre / Mn. No.	112.67	174.74

No independent assurance has been done for data verification

4. Provide the following details related to water discharge-

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water		
No treatment	7,770	19,881
With treatment*	18,434	18,543
ii. To Groundwater		
No treatment	67,521	75,629
(Rain water harvesting)	(Rain water harvesting)	(Rain water harvesting)
With treatment	-	-

Parameter	FY 2023-24	FY 2022-23
iii. To Seawater		
No treatment	-	-
With treatment	-	-
iv. Sent to third-parties		
No treatment	-	-
With treatment	-	-
v. Others (To Sewerage)		
No treatment	-	-
With STP treatment**	15,017	18,373
Total water discharged (in kilolitres)	1,08,742	1,32,426

Yes, independent assurance has been done by Indicative Consultant India, Interstellar Testing Centre Pvt. Ltd., Sophisticated Industrial Materials Analytic Labs Pvt. Ltd., ABNS Scientific Services, National Analytics Laboratories and Research Center and Noida Testing Laboratories.

*Level of treatment

Stage I : Removal of Oil & Grease. Stage II : Removal of Zinc, Lead, Manganese etc. Stage III : pH maintained between 6.5 - 8.5. Stage IV : Removal of organics and odour.

**Level of treatment

Wastewater is treated in the Company's own Effluent Treatment & Sewage Treatment plants before being discharged to sewerage and in line with consent requirements of the Pollution Control Board.

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation –

Most of the manufacturing locations of the Company are zero liquid discharge plants. Combined STP and ETP units at all manufacturing locations have been set up to fulfill the treatment requirements of the respective locations. The treated water is utilized for flushing in toilets and WCs, sprinkling on plants & trees in the lawns and gardens, cleaning of process jigs etc. Treated water is tested at NABL accredited labs to ensure compliance with relevant statutory requirements.

In majority of the manufacturing locations, there are facilities for rainwater harvesting for aquifer recharging.

6. Please provide details of air emissions (other than GHG emissions) by the entity -

Parameter	Unit	FY 2023-24	FY 2022-23
NOx + HC	g/kW-hr	2.56	2.88
Sox	mg/Nm3	29.95	29.40
Particulate matter (PM)	mg/Nm3	18.00	19.50
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-
Others			
NO2	µg/M3	20.85	21.06
CO	µg/M3	0.02	0.07
Ozone (O3)	µg/M3	<20.00	<20.00
Ammonia (NH3)	µg/M3	<10.00	<10.00
Lead (Pb)	µg/M3	0.05	0.04
Nickel (Ni)	µg/M3	<5.00	<5.00
Arsenic (As)	µg/M3	<1.00	<1.00
Benzene (C6H6)	µg/M3	<4.20	<4.20
Benzo(a)Pyrene(BaP)	µg/M3	<0.50	<0.50

*All the manufacturing locations do not produce the same product and hence production processes are not similar. Thus, given above the data of the largest factory which produces products of highest annual value. This data is of our Assam factory. All of factories meet the statutory compliance requirements of the respective SPCBs.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity –

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions	tCO ₂ e	3,007	3,209
Total Scope 2 emissions	tCO ₂ e	11,768	12,730
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e / INR	0.0000011	0.0000011
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e / INR	0.0000024	0.0000024
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e / Mn. No.	11.58	11.80

The computation for GHG intensity (Scope 1 & 2) relates to the operations of six factories and other locations of the Company only.

8. Does the entity have any project related to reducing greenhouse gas emission? If Yes, then provide details –

The Company has taken various initiatives to reduce the emission of GHG gases from its operations, including procurement of renewable energy, switching to cleaner use of fuels, replacing conventional lights with LED, replacing Diesel Fueled vehicles with Electric Vehicles etc. Our absolute carbon footprint across Scope 1 and Scope 2 emissions reduced by 7.30% over last financial year due to focused initiatives around energy efficiency and transition to renewable energy. The foremost GHG Emission reduction initiatives include:

1. Installation of 1.7 MWp of On-Grid Solar Photo Voltaic modules for partial substitution of electricity.
2. Fuel Changeover from Diesel to PNG in Generators at one of the locations.
3. Replacement of Diesel Forklift with Electric Forklift for material handling.
4. Fuel changeover from HSD to LPG in Furnace operations.
5. Furnace emissions control by capacity adjustments.

9. Provide details of waste management by the entity –

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	261.96	295.55
E-waste (B)	0.24	2.61
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	1.00	2.30
Battery waste (E)	464.90	462.11
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)		
Zinc Dust/Sludge/Ash/Zinc offcut etc.	1,100.59	1,179.12
Zinc Carbon Dry Cell	-	-
ETP Sludge	35.75	76.87
Used Oil (KL)	3.10	2.26
Other Non-hazardous waste generated (H)		
Empty Bags/Used Hand Gloves/Garbage	363.93	459.00
Metal Scrap	221.24	219.24
Miscellaneous- Paper / Wooden Scrap	405.38	632.89
Total (A+B + C + D + E + F + G+ H)	2,858.09	3,331.95
Waste intensity per rupee of turnover (Total waste consumption/ Revenue from operations)	0.00000022	0.00000025
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste consumption / Revenue from operations adjusted for PPP)	0.00000492	0.00000554
Waste intensity in terms of physical output (MT / Mn. No.)	2.24	2.47
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	785.93	777.22
(ii) Re-used	968.35	1,041.88
(iii) Other recovery operations	-	-
Total	1,754.28	1,819.10

Parameter	FY 2023-24	FY 2022-23
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	137.88	110.00
(ii) Landfilling	148.14	237.44
(iii) Other disposal operations	814	1,165.00
Total	1,100.02	1,512.44

No independent assurance has been done for data verification.

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

Generation of waste is primarily from the manufacturing and auxiliary operations. Majority of these wastes are from the packaging of the incoming raw materials and scraps generated during process and packaging operations. Scrap is stored in identified scrap bins in demarcated areas.

- Pre-weighted Scrap batteries generated after rework/recycle are collected from manufacturing area and stored at a designated place before final disposal to PCB authorized recycler.
- Zinc dross generated from furnace are screened in screener machine towards an attempt to reuse the zinc. Fine ash particles generated are collected and stored at a designated place before final disposal to PCB authorized recycler.
- ETP sludge collected from ETP tanks are stored in designated place after drying in dry bed and disposed to PCB authorized vendor.
- The DSIR recognized R&D department with a NABL accredited laboratory is engaged in elimination and reduction of hazardous chemicals.
- All hazardous waste is kept under lock and key under a covered roof.
- Hazardous chemicals are stored in FRP tanks housed on a RCC Dyke with Acid proof tiling and connected to Effluent Treatment Plants.
- EPR compliance with respect to E-Waste (Management) Rules, 2022, Battery Waste Management Rules, 2022 and Plastic Waste Management Rules, 2016.

11. 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 –

Not Applicable.

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year –

No such EIA was required to be carried out as per applicable regulations during the current financial year FY 2023-24.

13. 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 –

Yes.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations – 1**
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry (CII)	National

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

Name of authority	Brief of the case	Corrective action taken
There have no cases of anti-competitive conduct on the Company in the FY 2023-24		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

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

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

S No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

The Company engages with community members located in the peripheral area of its operating locations either directly or through implementing agencies after an understanding of the specific needs of such communities. The channels of grievances are open through the CSR associates. Communication of concerns and feedback are also encouraged to be sent by letter, addressed to the Company.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	8.23%	9.47%
Sourced directly from within the district and neighbouring districts	77.95%	75.37%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost –

Location	FY 2023-24	FY 2022-23
Rural	7%	6%
Semi-urban	22%	21%
Urban	28%	27%
Metropolitan	43%	46%

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

Essential Indicators

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

The Company has a mechanism for customers to address concerns and provide feedback via a dedicated email address along with a toll-free number, which is cited on the packaging of all its products.

Dedicated teams within the businesses manage all the complaints and feedback to ensure prompt response and timely resolution. The received complaints and feedback are registered and a unique complaint number is generated, tracked and managed as per the defined process. The complaint number is also shared with the consumer for future reference. This is followed by a conversation with the consumer to address his/her concern and assure timely closure of the complaint. These conversations help resolve the complaints that are not genuine or have occurred due to mishandling of the product by the consumer. The consumer is also educated about proper handling and storage of products. The balance complaints are forwarded to local area representatives for speedy closure.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

Category	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	No complaints have been received and pending resolution under these categories					
Advertising	No complaints have been received and pending resolution under these categories					
Cyber-security	No complaints have been received and pending resolution under these categories					
Delivery of essential services	Not Applicable					
Restrictive trade practices	No complaints have been received and pending resolution under these categories					
Unfair trade practices	No complaints have been received and pending resolution under these categories					
Other	1,522	-		2,697	-	

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

There are no instances of product recalls.

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy?

The Company has an internal policy on cyber security.

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 the safety of products/services -

Not Applicable