



Date: 26th July, 2024

Ref.: PIL/ANB/L-047/2024-25

Company Code: PRAJIND	Security Code No.: 522205
National Stock Exchange of India Ltd.	BSE Ltd.
Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051	Phiroze Jeejeebhoy Towers, 25 th Floor, Dalal Street, Mumbai - 400 001
Fax: 022 – 2659 8237 / 38	Fax:022- 22723121/3719/2037/2039/2041/2061

Sub.: Submission of Business Responsibility and Sustainability Report (BRSR)

Dear Sir / Madam,

Please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) Report for the financial year 2023-2024.

You are requested to please take the same on your record.

Thank you.

Yours faithfully,

For PRAJ INDUSTRIES LIMITED

**ANANT BAVARE
COMPANY SECRETARY &
COMPLIANCE OFFICER
(M. NO. 21405)**

Encl.: As above

Praj Industries Limited

Regd. Office: 'Praj Tower', 274 & 275/2, Bhumkar Chowk, Hinjewadi Road, Hinjewadi, Pune 411057. Ph.: +91-20-71802000 / 22941000
f: +91-20-22941299 e: info@praj.net w: www.praj.net

CIN: L27101PN1985PLC038031

ANNEXURE 8 BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity - L27101PN1985PLC038031
2. Name of the Listed Entity - Praj Industries Ltd.
3. Year of Incorporation - 1985
4. Registered office address - "Praj Tower", S. No. 274 & 275/2, Bhumkar Chowk- Hinjewadi Road, Hinjewadi, Pune – 411 057.
5. Corporate address - "Praj Tower", S. No. 274 & 275/2, Bhumkar Chowk- Hinjewadi Road, Hinjewadi, Pune – 411 057.
6. E-mail - info@praj.net
7. Telephone +91-20-71802000 / 22941000
8. Website – <https://www.praj.net>
9. Financial year for which reporting is being done - 01.04.2023 - 31.03.2024
10. Name of the Stock Exchange(s) where shares are listed – National Stock Exchange of India Limited (NSE) / BSE Limited (BSE)
11. Paid-up Capital – INR 367.626 Mn.
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report
Mr. Mandar Kulkarni, Lead - Sustainability
Telephone No. +91-20-71802000 / 22941000
Email address – mandarkulkarni@praj.net
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).

The disclosures under this report are made on Consolidated basis, except employee related data.
14. Name of assurance provider – N/A
15. Type of assurance obtained – N/A

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of other Special - Purpose Machinery	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Bioenergy Plants - 1st and 2nd Generation ethanol and renewable bio-gas that can substitute fossil fuels and promote Sustainable Decarbonization through Circular Bio-Economy	28299	79%
2	Engineering Businesses - Critical Process Equipment & Skids, Processes & Systems, Brewery Beverages Plants Water and Wastewater Plants and Water systems, modular process systems and value added services related thereto	28299	21%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	5	12
International	0	3	3

Notes

- i. Two research centres (Urawade & Daund) in India are considered under office locations.
- ii. Project sites (around 65 nos.) are not considered above.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	40

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

18%

c. A brief on types of customers

Company offers customized plants, equipment & technology solutions majorly to industrial customers. Some of our customers include PSU Companies and large conglomerates.

IV. 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)	1400	1247	89%	153	11%
2.	Other than Permanent (E)	400	353	88%	47	12%
3.	Total employees (D + E)	1800	1600	89%	200	11%
WORKERS						
4.	Permanent (F)	-	-	N/A	-	N/A
5.	Other than Permanent (G)	6536	6516	99.7%	20	0.3%
6.	Total workers (F + G)	6536	6516	99.7%	20	0.3%

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)	4	3	75%	1	25%
2.	Other than Permanent (E)	-	-	N/A	-	N/A
3.	Total differently abled employees (D + E)	4	3	75%	1	25%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	N/A	-	N/A
5.	Other than permanent (G)	-	-	N/A	-	N/A
6.	Total differently abled workers (F + G)	-	-	N/A	-	N/A

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18%
Key Management Personnel	4	0	N/A

Note – 2 Directors ceased to be the Directors w.e.f. 31st March, 2024.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%**	25%*	15%	14%**	22%*	15%	10%	11%	10%
Permanent Workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

* In case of Female employees, personal reasons, better opportunity & relocations account for higher turnover rate.

** Overall turnover rates are in line with the market trend.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Praj Engineering & Infra Ltd.	Subsidiary	99.65%	Praj Industries' policies and codes of conduct, Vision, Mission and Values are applicable to all its six subsidiaries who participate in its group –wide Business Responsibility initiatives.
2	Praj HiPurity Systems Limited	Subsidiary	100%	
3	Praj Far East Co. Ltd.	Subsidiary	100%	
4	Praj Americas Inc.	Subsidiary	100%	
5	Praj Far East Philippines Ltd.	Subsidiary	100%	
6	Praj GenX Ltd.	Subsidiary	100%	

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover - INR 35,097,770,000
(iii) Net worth - INR 12,714,292,000

VII. Transparency and Disclosures Compliances

25. 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 redressal policy)	FY 2023-24 Current Financial Year			FY 2022-23 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 complaints	-	-	Nil complaints
Investors (other than shareholders)	Yes	-	-	Nil complaints	-	-	Nil complaints
Shareholders	Yes	2	-	All complaints were resolved	2	-	All complaints were resolved
Employees and workers	Yes	-	-	Nil complaints	-	-	Nil complaints
Customers	Yes	24	2	Resolution of 2 complaints in progress	13	-	All complaints were resolved
Value Chain Partners	Yes	-	-	Nil complaints	-	-	Nil complaints
Other (please specify)	N/A	N/A	N/A	N/A	N/A	N/A	N/A

The policies governing Company's responsible business conduct are available on the Company's website. These policies cover all the stakeholders and the policies also cover grievance redressal mechanism. Refer link below:- <https://www.praj.net/investors-type/policies/>

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Customer Satisfaction	Opportunity	Provides opportunity for business to grow and nurture in the business ecosystem	-	Positive
2	Corporate Governance	Risk	Governance policies when not in place can lead to major impact on sustainability of the organization	Strong policy-oriented governance structure & implementation structure in place	Negative
3	Ethical Behaviour	Risk	Ethical behaviour is an integrated part of Praj's culture and form core part of most of the policies.	Whistle blower policy and its deployment. The policy is applicable for its employees, vendors, and channel partners	Negative
4	Employee & Workforce	Opportunity	Employee and workforce wellbeing remains crucial for achieving sustainability & success of the organization	HR policies conducive to welfare promotion. Management strategy to move away from Labor Relations to Human Capital Development	Positive
5	Human Rights and Labour Conditions	Risk	Challenges integrity of the organization. Has legal implications	The culture of care and trust has been embedded in the organization. It has been made part of various policies. Trainings on the same is taken periodically	Negative
6	Sustainable Supply Chain	Opportunity	For us sustainability in supply chain provides opportunity to enhance operations' sustainability and in-turn increase opportunities to achieve lower TAT with quality for our customers	Procurement from Green Certified vendors and MSME is preferred.	Positive
7	Cyber Security	Risk	Data and IT infra being the backbone of the business, Cyber Security if not strengthened, will impact business's confidential information and sustainability	Policy and deployment including Cyber Security Assurance Framework	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Climate Change	Opportunity	Climate Action is of prime importance for Praj. Through its business offerings, Praj is creating opportunities for its customer to reduce impacts of Climate Change	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.praj.net/investors-type/policies/								
2. Whether the entity has translated the policy into procedures? (Yes / No)	There are no separate procedures available, policies include the procedures.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	Y	N	N	N	N	N	N
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	ISO 45001			ISO 14001	-	-	ISO 9001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any?	-	-	-	-	-	-	-	-	-
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): For detail statement of our Director (Resources) please refer below link: https://www.praj.net/wp-content/uploads/2023/11/sustainability-management-system1.pdf																												
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).										Mr. Sachin Raole CFO and Director – Resources Phone No. 020-71802000 Email - sachinraole@praj.net																		
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. Committee consist of members from all functions at each location with their HOD as Lead Sustainability. They work under the overall guidance of CEO & CFO.																		
10. Details of Review of NGRBCs by the Company:																												
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																		
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	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	Praj has established a system for improvement of significant aspects of Business Responsibility Principles. CEO & MD and Members of the Board undertake broad planning for improvement of these significant aspects and release documented targets. Heads of all locations carry out detailed planning and initiate improvement as per the directions. Quarterly reports are received from all its locations in India and abroad.									Annually																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	These are reviewed quarterly by the Head of the Divisions. CEO & MD / Board undertake annual review and give feedback and encouragement. CEO/Board take care of any budgetary or policy needs that are necessary for the improvements planned.									Annually																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Yes, independent assessments are conducted by certifying agencies while conducting ISO certification audits. Company has ISO certifications such as ISO 9001, ISO 45001, ISO 14001									
12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:																												
Questions										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9										
The entity does not consider the Principles material to its business (Yes/No)										Not applicable																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																												
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																												
It is planned to be done in the next financial year (Yes/No)																												
Any other reason (please specify)																												

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

- 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	5	Risk Management, Business strategy & update of laws, Sustainability Management System	50%
Key Managerial Personnel	9	Risk Management, Business strategy & update of laws, Sustainability Management System	50%
Employees other than BoD and KMPs	6	Environment Sustainability, Cyber Security, POSH, Health and Safety, Code of Conduct	20%
Workers	315	Environment, Health and Safety	100%

- 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 Requirements) Regulations, 2015 and as disclosed on the entity's website:

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

Non-Monetary			
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	-	-
Punishment	Nil	-	-

- 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	-

- 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, Company's Code of conduct policy covers this. Code of Conduct policies for Board & Senior Management, Employees and Suppliers are strictly complied.

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)
	Current Financial Year	Previous Financial Year
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY (2023-24) Current Financial Year		FY (2022-23) 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	Nil		Nil	

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

N/A

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	62	58

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	< 25%	< 25%
	b. Number of trading houses where purchases are made from	> 450	> 450
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	<10%	< 10%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	<1%	<1%
	b. Sales (Sales to related parties / Total Sales)	<1%	<1%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	<1%	<1%
	d. Investments (Investments in related parties / Total Investments made)	<1%	<1%

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

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity respectively.

	FY (2023-24)	FY (2022-23)	Details of improvements in environmental and social impacts
	Current Financial Year	Previous Financial Year	
R&D	56.3%	6%	Development of Sustainable Aviation Fuel (SAF) was carried out using combination of fermentation and catalytic process starting with renewable feed stock, sugar cane molasses. Use of this SAF will have almost 40% GHG reduction over conventional fossil jet fuel.
Capex	2.7%	26%	Development and deployment of compressed biogas (RNG) or renewable natural gas from biomass residues was done from bench (1 kg/day biomass) to pilot (60 kg/day biomass) to now commercial scale (200 MT/day). The use of CBG in transportation fuel will reduce the overall carbon emissions by 80% over fossil-based NG. Development of biodegradable plastics (poly lactic acid and poly hydroxy alkenoate) is at bench scale and a pilot plant is being built to demonstrate the technology at 100 MTA scale. This development will address the issue of single use plastic menace polluting the environment.

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

Suppliers are evaluated on social, ethical and environmental performance parameters. Sustainable sourcing is the key element in the process of selecting and retaining Business Partners. 'Suppliers Code of Conduct' policy is strictly implemented for all the suppliers. This policy also covers aspects such as human & labour rights, Occupational health & safety. All the suppliers have to mandatorily accept this code of conduct. Further to this, business critical suppliers are monitored on levels/grades from A to D. Level D suppliers are audited to ensure their performance against these sustainability parameters.

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

100% of inputs are sourced sustainably in ethical and environmentally conscious manner with zero hazardous material maximizing local and Indian content.

- 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.

Company's products are sold to industrial customers and as such there aren't any products those we have to reclaim at the end of life. Waste generated through Company's operations is reused, recycled and disposed of in line with the extant regulations as per following details:

(a) For Plastics (including packaging)	Disposed through scrap merchant by authorised recycler. Annual Undertaking is taken from the recycler.
(b) For E-waste	Disposed through scrap merchant by authorised recycler. Annual Undertaking is taken from the recycler.
(c) For Hazardous waste	Disposed through scrap merchant by authorised recycler. Annual Undertaking is taken from the recycler.
(d) For Other waste	Reuse of packing material such as wood for repacking

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

No

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1247	1247	100	1247	100	-	-	1247	100	-	-
Female	153	153	100	153	100	153	100	-	-	-	-
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	1400	1400	100	1400	100	153	11*	1247	89**	-	-
Other than Permanent employees											
Male	353	353	100	353	100	-	-	353	100	-	-
Female	47	47	100	47	100	47	100	-	-	-	-
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	400	400	100	400	100	47	12*	353	88**	-	-

* only female employees are considered for maternity benefits

** only male employees are considered for paternity benefits

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Female	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other than Permanent workers											
Male	6516	6516	100	6516	100	-	-	6516	100	-	-
Female	20	20	100	20	100	20	100	-	-	-	-
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	6536	6536	100	6536	100	20	0.3*	2417	99.7**	-	-

* only female employees are considered for maternity benefits

** only male employees are considered for paternity benefits

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.554%	0.374%

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

	FY (2023-24)			FY (2022-23)		
	Current Financial Year			Previous Financial Year		
Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%*	100%*	Y	100%*	100%*	Y
Others	n/a	n/a	n/a	n/a	n/a	n/a

Note - *only employees & workers falling under ESIC salary slab are considered above.

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, most of our owned premises are accessible to differently abled employees & workers.

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 is available internally.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	n/a	n/a
Female	100%	100%	n/a	n/a
Any other	n/a	n/a	n/a	n/a
Total	100%	100%	n/a	n/a

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	N/A
Other than Permanent Workers	Yes, grievances are raised through verbal or phone communication with dedicated officer. Grievances are addressed through internal procedures.
Permanent Employees	Yes, employees can connect through phone or email with the BU Human Resource team or Corporate HC team
Other than Permanent Employees	Yes, grievances are raised through verbal or phone or email communication with dedicated officer. Grievances are addressed through internal procedures.

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

Category	FY (2023-24) (Current Financial Year)			FY (2022-23) (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	1400	-	0%	1192	-	0%
Male	1247	-	0%	1077	-	0%
Female	153	-	0%	115	-	0%
Any other	0	n/a	n/a	n/a	n/a	n/a
Total Permanent Workers	0	n/a	n/a	n/a	n/a	n/a
Male	0	n/a	n/a	n/a	n/a	n/a
Female	0	n/a	n/a	n/a	n/a	n/a
Any other	0	n/a	n/a	n/a	n/a	n/a

Note – Only permanent employees are considered above.

8. Details of training given to employees and workers:

Category	FY (2023-24) Current Financial Year					FY (2022-23) 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	1600	1600	100%	1192	75%	1466	1466	100%	1100	75%
Female	200	200	100%	129	65%	137	137	100%	103	75%
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total	1800	1800	100%	1321	73%	1603	1603	100%	1203	75%
Other than Permanent workers										
Male	6516	6516	100%	*		6332	6332	100%	*	
Female	20	20	100%			20	20	100%		
Any other	n/a	n/a	n/a			n/a	n/a	n/a		
Total	6536	6536	100%			6352	6352	100%		

Note -

* Company regularly conducts skill upgradation trainings for workers (other than permanent category)

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

Category	FY (2023-24)			FY (2022-23)		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1247	1247	100%	1077	1077	100%
Female	153	153	100%	115	115	100%
Any other	n/a	n/a	n/a	n/a	n/a	n/a
Total	1400	1400	100%	1192	1192	100%
Workers						
Male	n/a	n/a	n/a	n/a	n/a	n/a
Female	n/a	n/a	n/a	n/a	n/a	n/a
Any other	n/a	n/a	n/a	n/a	n/a	n/a
Total	n/a	n/a	n/a	n/a	n/a	n/a

Note – Only permanent employees are considered above.

10. Health and Safety Management System:

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

Yes, Company is ISO 14001 & ISO 45001 compliant. A well-documented EOHS (Environmental, Occupational, Health & Safety) policy is in place. One of the objectives of this policy is to provide safe & healthy working conditions for the prevention of work-related injury and ill health.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Company follows procedures for recording of unsafe acts, unsafe conditions & near misses. Audits are conducted at regular intervals.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

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

Yes

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

Safety Incident/Number	Category	FY (2023-24)	FY (2022-23)
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers (Other than permanent)	0.05	0.48
Total recordable work-related injuries	Employees	Nil	Nil
	Workers (Other than permanent)	1	10
No. of fatalities	Employees	Nil	Nil
	Workers (Other than permanent)	Nil	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers (Other than permanent)	Nil	1

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

Company's policy on EOHS (Environmental, Occupational, Health & Safety) strengthens the objective of providing safe & healthy working conditions for the prevention of work-related injury and ill health. Strict adherence to the objectives of this policy along with adoption of ISO 14001:2015 and ISO 45001 ensure a safe and healthy work place. Necessary trainings are imparted to employees, business associates and interested parties to further strengthen the EOHS policy.

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

	FY (2023-24) (Current Financial Year)			FY (2022-23) (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions		Nil			Nil	
Health & Safety		Nil			Nil	

14. Assessments for the year:

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

Note – Audits happen in line with the requirements of complying with ISO 45001

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.

- Implementation of Operational Control Procedures at sites
- Implementation of Monthly Safety Motivational Programs
- Uniform safety systems implemented at sites
- Adherence to compliance and statutory requirements
- Monitoring and control through audits from external certifying agencies

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.

Key stakeholders are identified on the basis of direct or indirect impact they have on the business performance or financial health of the organization. They can also be directly or indirectly influenced by the corporate decisions made by the organization. These stakeholder play very crucial role in the growth of the organization.

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
Employees	No	1. Internal communication through email platforms- Praj Connect, Corporate Communication 2. Quarterly Interactions by CEO	Quarterly	Keep employees abreast with happenings in economy, business environment, company specific achievements including business performance of organization

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
Investors	No	1. Annual report, sustainability report, press releases 2. Investor presentations 3. Corporate website 4. Quarterly & Annual results 5. Analysts/Investors' call 6. Participation in investor conference	Periodically	Investors prefer to invest in the organizations that deliver consistent performance, that are socially and environmentally responsible, follow good governance
Customers	No	Face to Face meetings- plant visits, Trade Shows/ conferences Electronic communication- Emails, messages Social Media- LinkedIn, Facebook, Twitter	Periodically	Keep customers updated on latest developments, new technologies etc.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY (2023-24)			FY (2022-23)		
	Current Financial Year			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	1400	1400	100%	1192	894	75%
Other than permanent	400	400	100%	411	308	75%
Total Employees	1800	1800	100%	1603	1202	75%
Workers						
Permanent	0	0	n/a	0	0	n/a
Other than permanent	6536	6536	100%	6352	4765	75%
Total Workers	6536	6536	100%	6352	4765	75%

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

Category	FY (2023-24)					FY (2022-23)				
	Current Financial Year					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	1247	-	-	1247	100%	1077	-	-	1077	100%
Female	153	-	-	153	100%	115	-	-	115	100%
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other than Permanent										
Male	353	-	-	353	100%	389	34	9%	355	91%
Female	47	-	-	47	100%	22	7	32%	15	68%
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Workers										
Permanent										
Male	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Female	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other than Permanent										
Male	6516	4431	68%	2085	32%	6332	1836	29%	4496	71%
Female	20	2	10%	18	90%	20	7	35%	13	65%
Any other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female		Any other	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	3	7,72,80,100	-	-	-	-
Key Managerial Personnel	1	850,000	-	-	-	-
Employees other than BoD and KMP	1243	12,87,350	153	7,29,450	-	-
Workers	n/a	n/a	n/a	n/a	n/a	n/a

Notes –

- Executive Chairman, CEO & MD and CFO are included in board of directors, they are also key managerial personnel.
- Only permanent employees are considered above.

- b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	6.5%	6%

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

Yes

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

Grievances are registered with Human Resource department which in turn resolves the grievance in line with set internal procedures. In addition, grievances can also be raised through 'Vigil Mechanism and Whistle-blower Policy'. The Audit Committee then appropriately and expeditiously investigates all such grievances in line with the policy for a quick resolution.

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

	FY (2023-24)			FY (2022-23)		
	Current Financial Year			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	n/a	1	Nil	Resolved
Discrimination at workplace	Nil	Nil	n/a	Nil	Nil	n/a
Child Labour	Nil	Nil	n/a	Nil	Nil	n/a
Forced Labour/Involuntary Labour	Nil	Nil	n/a	Nil	Nil	n/a
Wages	Nil	Nil	n/a	Nil	Nil	n/a
Other human rights related issues	Nil	Nil	n/a	Nil	Nil	n/a

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	1
Complaints on POSH as a % of female employees / workers	Nil	0.73%
Complaints on POSH upheld	Nil	1

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

Internal committee under POSH, The Protection of Women against Sexual Harassment at Workplace Act, 2013 (POSH Act, 2013)

Company's 'Vigil Mechanism and Whistle-blower Policy' provides that while conducting any investigation, reasonable efforts shall be taken to protect the confidentiality and anonymity of the Whistle blower. This policy further provides that the Company undertakes that the Whistle blower will be protected at all cost, provided he / she is under honest belief that the alleged misbehaviour took place. There will be no harassment of any nature whatsoever to the Whistle blower provided that he/she is under honest belief about the behaviour. This protection will not be available to any Whistle blower who misuses this mechanism for personal benefits.

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

Efforts are extended to implement the relevant policies with Company's Suppliers, Contractors, Company's own and associated Foundations and others within the sphere of influence. Company's Supplier's Code of Conduct covers all aspects related to protection of human rights.

10. Assessments for the year:

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

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

No major risks or concerns reported.

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

Essential Indicators

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

Parameter	FY (2023-24) Current Financial Year	FY (2022-23) Previous Financial Year
From renewable sources		
Total electricity consumption (A)	787 GJ	775 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	787 GJ	775 GJ
From non-renewable sources		
Total electricity consumption (D)	24,363 GJ	24,901 GJ
Total fuel consumption (E)	5,045 GJ	15,508 GJ
Energy consumption through other sources (F)	-	1,762 GJ
Total energy consumed from non-renewable sources (D+E+F)	29,408 GJ	42,171 GJ
Total energy consumed (A+B+C+D+E+F)	30,195 GJ	42,946 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	860 GJ/Billion INR	1,205 GJ/Billion INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-

Note:

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

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	22,146 kilolitres	45,548 kilolitres
(iii) Third party water	69,473 kilolitres	24,851 kilolitres
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	91,619 kilolitres	70,399 kilolitres
Total volume of water consumption (in kilolitres)	89,787 kilolitres	68,991 kilolitres
Water intensity per rupee of turnover (Water consumed / turnover)	2,558 kilolitres/Billion INR	1,936 kilolitres/Billion INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-

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

We have factored in approx. 2% evaporation losses while arriving at the numbers of water consumption from the numbers of water withdrawal. Since all our premises have STPs & ETPs, no untreated water is released from any of the premises. Water doesn't get incorporated in our products.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
No treatment	-	-
With treatment – please specify level of treatment	18,416	15,172
(iii) To Seawater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	18,416	15,172

Note:

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

No

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

Yes, water from STP & ETP is used for gardening & flushing purposes.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/m ³	261.15	72.95
SOx	µg/m ³	46.89	72.09
Particulate matter (PM)	µg/m ³	211.64	189.34
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	mg/m ³	0.38	0.35
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

Note:

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

No

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,590	1,986
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5,800	4,633
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Grams CO2 per Rupee	0.21	0.19
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Grams CO2 per USD	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
- i) LED light fittings (wherever feasible) are installed in plants at Kandla, Sanaswadi, Praj Tower and Praj Matrix locations.
 - ii) Partial electricity is generated through Roof Top Solar Power Plant having 374 Kwp capacity at Praj Matrix location and 62 Kwp capacity at Praj Tower location.
 - iii) PWHT with LPG instead of diesel at Kandla.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.91	9.9
E-waste (B)	2.43	8.03
Bio-medical waste (C)	0.0014	0.0013
Construction and demolition waste (D)	18	45
Battery waste (E)	0.66	0.20
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) Empty Paint drums, Used lubricant oil & Coolant oil, ETP Sludge	46.015	32.28
Other Non-hazardous waste generated (H). Please specify, if any. Paper, wood & plastics	381.54	289.16
Total (A+B + C + D + E + F + G+ H)	466.56	384.56
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	24.16 MT/Billion INR	18.91 MT/Billion INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.28KL (Used oil), 1150 nos. DP containers, Waste residue containing oil - 0.01 MT	2.46 KL of used oil
(ii) Landfilling	20.515	57
(iii) Other disposal operations	Generated waste is disposed through Maharashtra Enviro Power Limited for Manufacturing location in Sanaswadi	Generated waste is disposed through Maharashtra Enviro Power Limited for Manufacturing location in Sanaswadi

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

10. 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.

Company is into the business of manufacturing plants and machinery for industrial use. Metals are used in majority of the manufacturing process with a very small proportion of non-recyclable material.

Scrap generated through Company's operations is sold to recycling vendors. The percentage of recycling of scrap is 100%. No major use of hazardous and toxic chemicals. Generated waste is disposed through agencies which are duly approved by the respective local authorities.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Nil		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Based on applicable laws, this is not applicable to the Company					

Company caters to the requirements of the industries. Environmental Impact Assessments (EIA) falls under the scope of the occupier of such industries. Before commencement of any such project work, Company makes sure that all the relevant approvals and permits are in place by the occupier of the premises. All the applicable EIAs are carried out by the occupier of the premises.

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 - the emissions/waste getting generated through the operations of the Company are within the permissible limits as set out by Central / State Pollution Control Boards.

Sr. 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
	Nil			

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 - 14
 - 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.

Sr. No.	Name of the Trade and Industry Chambers/ Associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries (CII)	National
2	The Sugar Technologists' Association of India	National
3	Federation of Indian Chambers of Commerce And Industry (FICCI)	National
4	Association of Biotechnology Led Enterprises (ABLE)	National
5	Process Plant & Machinery Association of India (PPMA)	National
6	Council of EU Chambers of Commerce in India	National
7	E-PURE : An association of stakeholders of fuel ethanol industry in European Union	International
8	Bombay Chambers of Commerce	State
9	Indo-American Chamber of Commerce	International
10	World Circular Bioeconomy Forum	International

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

Name of authority	Brief of the case	Corrective action taken
Nil		

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
Based on applicable laws, this is not applicable to the Company					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	Nil					

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

So far there is no such case. In order to prevent such things we follow below mentioned practices:

- Before starting any project, we interact with the beneficiaries, we understand their needs, we don't force them to be a part of the project, their participation is totally voluntary
- We ensure community ownership
- We also ensure necessary due diligence of the NGO with whom we work

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	33%	30%
Directly from within India	93%	88%

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 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	26.13	25.56
Semi-urban	16.04	14.27
Urban	0.78	0.7
Metropolitan	57.05	59.47

(Place to be categorized as per RBI Classification System - Rural / Semi-Urban / Urban / Metropolitan)

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.

Majority of our customers are industries. There are dedicated project managers for such industrial customers and proper escalation matrix is in place. Respective project manager or customer executive can log consumer / customer complaint online through customer portal (link provided below). Complaints are then tracked for timely and satisfactory resolution.

Apart from this, Company carries out the Customer Satisfaction Survey periodically in order to understand overall customer feedback and to take suitable corrective actions.

Online Customer Portal: <https://hrsv.praj.net/prajinternalsites/Login.aspx>

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Majority of Company's products are customised and hence, it is not applicable. However, for Bio products, Company displays product information on the product label in compliance with the local laws.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY (2023-24) Current Financial Year		Remarks	FY (2022-23) Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	-	-	Nil	-	-	Nil
Advertising	-	-	Nil	-	-	Nil
Cyber-security	-	-	Nil	-	-	Nil
Delivery of essential services	N/A	N/A	N/A	N/A	N/A	N/A
Restrictive Trade Practices	-	-	Nil	-	-	Nil
Unfair Trade Practices	-	-	Nil	-	-	Nil
Other (Customer Complaints)	24	2	Under resolution	13	-	Resolved

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes

[Information-Security-Policy-2024.pdf \(praj.net\)](#)

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

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches

We did not have data breach last year. We get alerts from SOC RADAR, SENTINEL ONE to take action to prevent any attacks. We do it on 24 x7 to ensure no breaches. Have been successful last year.

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

0%

- c. Impact, if any, of the data breaches

None of significance