

National Stock Exchange of India Limited  
Exchange Plaza, Plot No. C/1, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai - 400 051

BSE Limited,  
Floor 25, P J Towers,  
Dalal Street,  
Mumbai - 400 001

NSE Symbol: **WABAG**

BSE Scrip Code: **533269**

Dear Sir/Madam,

**Sub.: Business Responsibility and Sustainability Report (BRSR) for the FY 2023-24**

**Ref.: Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with applicable SEBI Circulars, if any, please find enclosed the Business Responsibility and Sustainability Report (BRSR) for the FY 2023-24, which forms part of the Annual Report for the FY 2023-24.

The said Business Responsibility and Sustainability Report for the FY 2023-24 is also available on the website of the Company at [www.wabag.com](http://www.wabag.com). Kindly take on record the same.

Thanking You,

Yours faithfully,  
For **VA TECH WABAG LIMITED**

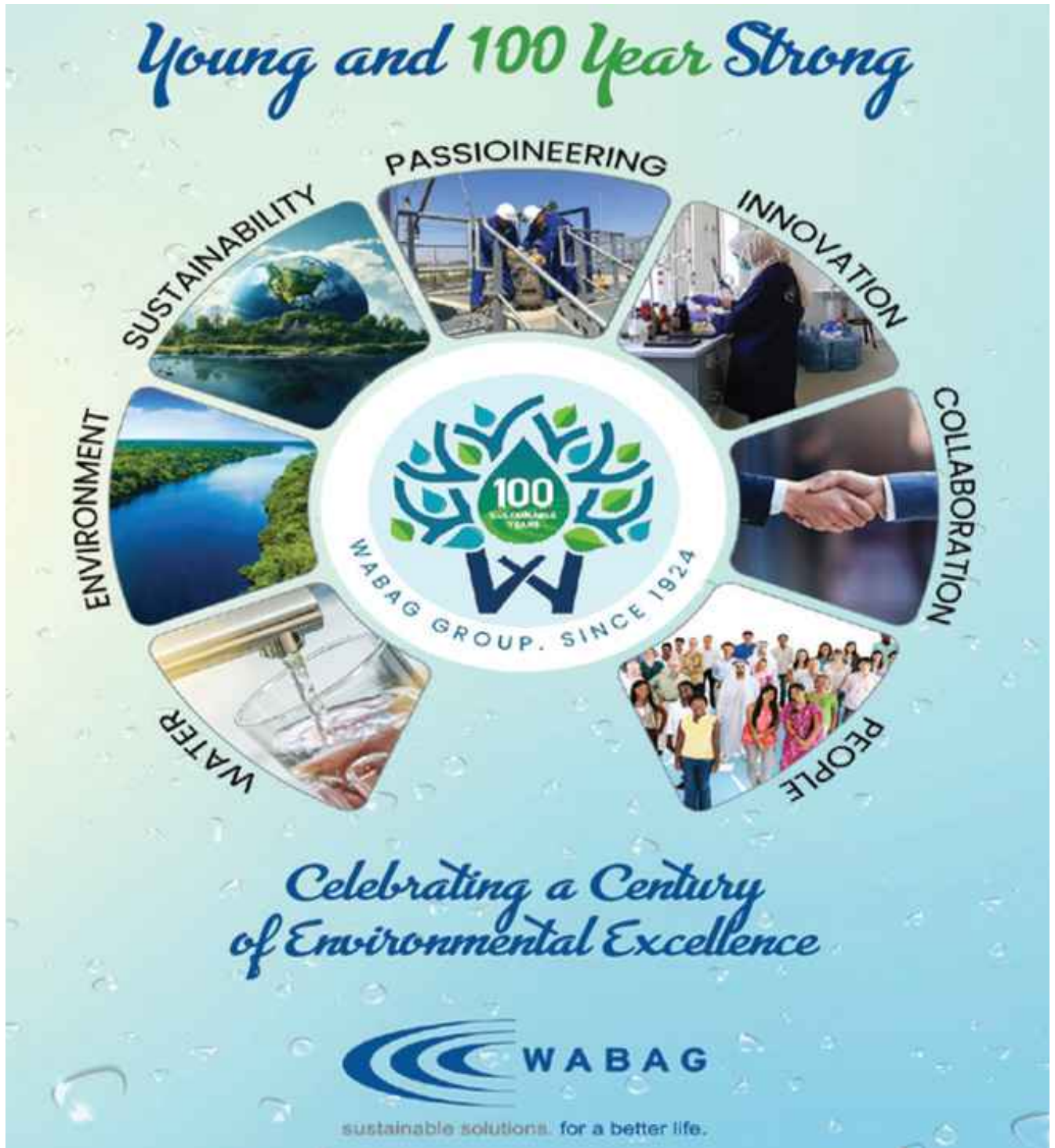
**Anup Kumar Samal**  
Company Secretary & Compliance Officer  
Membership No: F4832



Encl.: As above

Sustainable solutions, for a better life

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



FY 2023-24

## Introduction:

Embedded in the very DNA of WABAG lies a century-long legacy of unwavering commitment to excellence and innovation. As we stand on the threshold of our centenary year, this ethos resonates more powerfully than ever before. From our inception, we have strived to redefine the boundaries of possibility in the realm of water and wastewater management. Across every facet of our business – from pioneering water treatment technologies to revolutionary wastewater management solutions – we have remained steadfast in our commitment to environmental sustainability, social responsibility, and economic prosperity. As we celebrate this milestone, we reflect not only on our past achievements but also on the boundless opportunities that lie ahead. Guided by our enduring principles and mantra **"Sustainable Solutions for a Better Life"**, we continue to lead the industry by embracing cutting-edge technologies and sustainable practices, setting new standards of excellence with each endeavor.

Our efforts are intricately woven into the fabric of Sustainable Development Goal 6, as we work tirelessly to ensure access to clean water and sanitation for all, thereby addressing the critical global need for water security in the form of water conservation, water recycle and reuse etc. As we continue to expand our focus

on manufactured water, we are committed to address the growing demand for alternative water sources, desalination of water and contributing significantly to water sustainability. Additionally, our commitment to Sustainable Development Goal 11 drives us to create sustainable urban environments, where communities thrive in harmony with their surroundings. From desalination plants to sewage treatment facilities, our diverse portfolio stands as a testament to our relentless pursuit of a better, cleaner world for all. As we traverse into our second century, we remain steadfast in our resolve to uphold these principles and to continue spearheading innovations that pave the way for a Cleaner, Greener, Bluer and Better Tomorrow.

**"At WABAG, we don't just deliver water, we deliver a sustainable future."**

## Sustainability is WABAG's Business:

Transcending mere water treatment solutions, WABAG is guided by the vision of "Reshaping the Sector for a Cleaner, Greener, Bluer Tomorrow". We relentlessly pursue innovation, measuring its success by the positive impact it creates. Our commitment goes beyond water delivery - we quantify the tangible results our plants achieve, ensuring a measurable difference for a sustainable future.

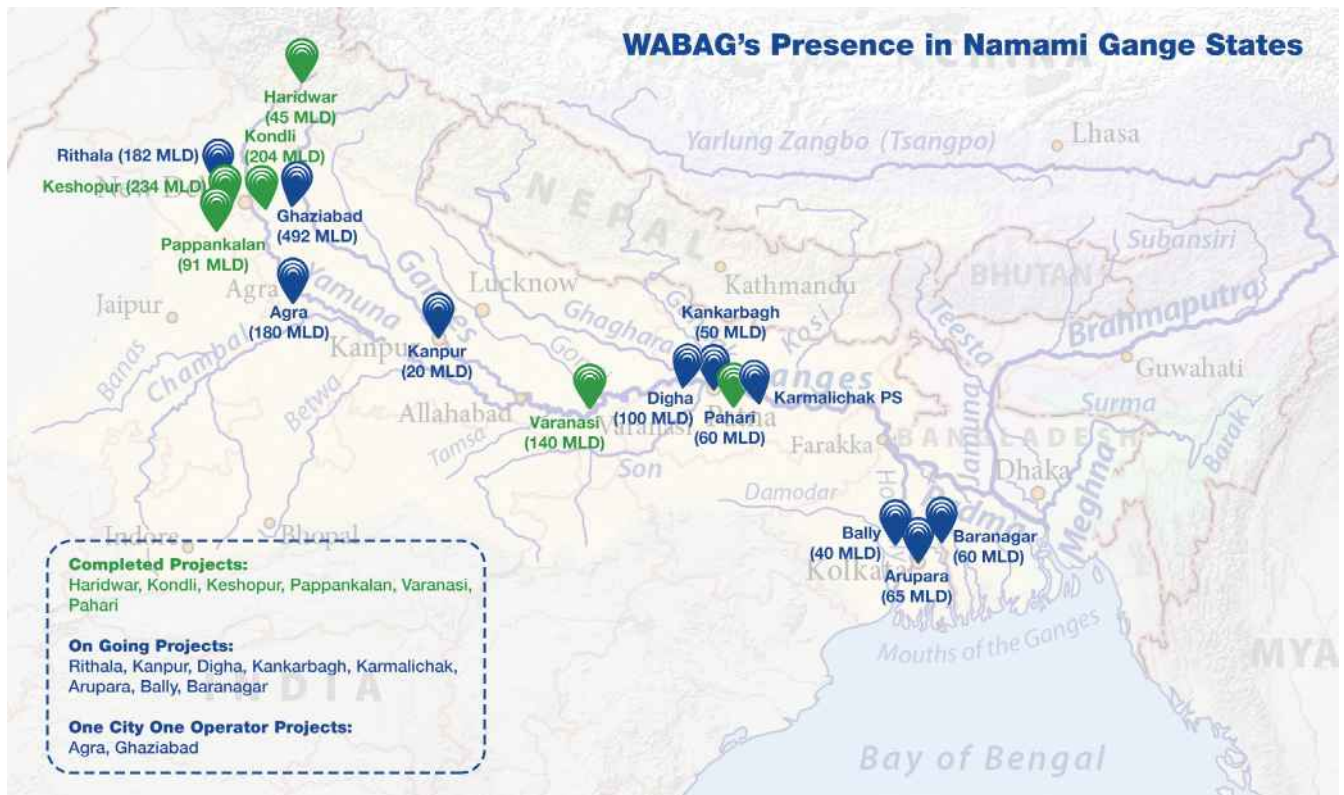


At WABAG, we recognize the interconnectedness of global challenges. Our commitment to sustainability aligns with several key Sustainable Development Goals (SDGs) established by the United Nations:

**SDG 6: Clean Water and Sanitation:** WABAG is a global leader in pure-play water technology. We offer sustainable solutions across four Continents, addressing global water challenges through desalination, treatment, and a commitment to resource conservation and reuse. From municipalities to industries, WABAG provides a comprehensive approach to water management, ensuring clean drinking water, minimized pollution, and a thriving environment and society. Our innovative treatment solutions

address water scarcity and improve water quality and reliability, promoting healthy life and powering economies worldwide.

WABAG's expertise extends beyond just municipal and industrial water solutions. A prime example is its significant **contribution to India's Namami Gange Programme**, aimed at rejuvenating the holy Ganga River. They're not just delivering water treatment solutions; they're actively shaping the program's success. By designing, constructing, and managing advanced Waste Water Treatment Plants (WWTPs) along the Ganga's path from source to where it submerges into the sea in West Bengal, WABAG is demonstrably reducing untreated wastewater flowing into the river, making a vital contribution to a cleaner and healthier Ganga.



*Increasing contribution in cleaning the holy river*

**SDG 11: Sustainable Cities and Communities:** Sustainable water management is crucial for building resilient and inclusive cities. WABAG's solutions contribute to SDG 11 by fostering water security in urban environment, enabling sustainable development and improved living conditions.

**WABAG champions SDG 12: Responsible Consumption and Production** through a circular approach to water treatment. This approach prioritizes resource efficiency and minimal waste generation throughout our operations and water treatment processes. Here's how we embrace circularity:

- **Closing the loop:** Focus on designing water treatment plants that incorporate water recycling and reuse technologies. This reduces reliance on virgin water sources and minimizes wastewater discharge.
- **Energy Efficiency:** We prioritize resource conservation throughout the water treatment process. Our innovative technologies and design practices minimize energy consumption, reducing our reliance on fossil fuels and lowering our carbon footprint.
- **Nutrient Recovery:** Wastewater treatment facilities traditionally generate nutrient-rich sludge. WABAG goes beyond simply disposing of this sludge. We utilize advanced technologies to recover valuable nutrients like phosphorus, potassium and nitrogen. These recovered nutrients can then be used as fertilizers, creating a closed-loop system and minimizing reliance on virgin resources.

- **Biogas Production and Energy Generation:** Another key aspect of our circular approach is the conversion of wastewater treatment plant byproducts into biogas. Through anaerobic digestion processes, we capture the methane gas produced from organic matter in wastewater. This biogas can then be used to generate electricity and compressed Biogas, powering our treatment facilities and significantly reducing our dependence on the grid. This reduces our operational costs and GHG emissions.

By implementing these circularity principles, WABAG minimizes waste generation, conserves resources, and promotes a more sustainable water treatment cycle. This approach aligns perfectly with SDG 12's vision of responsible consumption and production and paves the way for a circular economy within the water treatment sector.

**SDG 13: Climate Action:** Climate change poses a significant threat to water security. WABAG actively mitigates its environmental impact by promoting energy-efficient technologies and responsible waste management practices. This focus on climate action aligns with SDG 13, ensuring a sustainable future for all.

**WABAG further aligns its business through SDG 14: Life Below Water** by reducing water pollution and enhancing biodiversity in the Ganga. Additionally, WABAG's work underlines the importance of **SDG 17: Partnerships for the Goals**.

WABAG's Sustainable Solutions extends beyond their projects, WABAG contributes to **SDG 14 (Life Below Water)** by restoring the Ganga's biodiversity. The solutions provided are evident in the documented return of species like Gangetic dolphins, gharials, muggers, smooth-coated otters, freshwater turtles, and various water-associated birds. This rich biodiversity indicates the positive impact of improved wastewater treatment processes and the release of treated clean water into the river. By reducing pollution levels, these efforts have led to a healthier and more vibrant river ecosystem, demonstrating a clear commitment to SDG 14. Some of the pictures from the Government's National Mission for Clean Ganga Annual report 2022-23 are as below:



Reference: English Annual Report 2022-23.pmd (nmcg.nic.in)

**Leading the Way in Sustainable Water Solutions:** WABAG is a frontrunner in Environmental, Social, and Governance (ESG) practices, aligning with the rigorous international standards set by prominent financial institutions like the World Bank, IFC and ADB. This unwavering commitment reflects our dedication to sustainable development and positions us as a responsible steward of environmental and social resources.

**Rigorous Compliance for Sustainable Outcomes:** We adhere to the highest ESG standards, providing a comprehensive framework for managing environmental risks, enhancing social accountability, and safeguarding community well-being. These standards promote sustainable environmental management and conservation. Through a meticulous compliance process, we identify, assess, and mitigate potential environmental and social impacts associated with our projects. This location-specific approach ensures compliance with applicable laws while protecting ecosystems, biodiversity, and communities. We are proactive in developing mitigation plans to address any potential negative impacts.

**Commitment in Action:** Our dedication to ESG translates into a robust suite of processes and procedures implemented during project execution. These include the Environment, Social, and Governance Management Plan (ESGMP), Risk Management Plan (RMP), Waste Management Plan (WMP), Occupational

Health and Safety Plan (OHSP), and Social Management and Monitoring Plan (SMMoP). Additionally, we have Disaster Management Plans (DMP), Grievance Redressal Mechanisms Plan (GRMP), Stakeholder Engagement Plans (SEMP), Gender Action Plans (GAP), all implemented during projects like the STPs for KMDA/NMCG in Kolkata under the HAM model. These procedures provide clear guidance for our project teams, ensuring environmentally and socially responsible project execution.

**Innovation and Sustainability Remain at the Core:** Innovation has always been the cornerstone of WABAG's success. We continue to invest in research and development, exploring new technologies and solutions to address the ever-evolving water challenges. This commitment extends to sustainability practices. We constantly focus on sustainability and promote responsible water management across all our projects.

WABAG's innovative solutions contribute to both business success and environmental benefits:

- Recycling and Reuse of Water
- Gas generated from sludge to Energy conversion
- Self-Sustainable Treatment Plants
- Used water to Direct / Indirect Potable Water
- Seawater Desalination

By prioritizing sustainable solutions, we are paving the way for a better future. Our efforts ensure a viable, reliable, affordable and sustainable source of water for future generations. This means developing innovative technologies and practices while guaranteeing access to clean water for all. Some of the initiatives are:

### Non-potable Reuse project of WABAG helping industries: Koyambedu TTRO, Chennai, India

TTRO Plant treats municipal secondary treated water in a multi-stage process scheme incorporating the state-of-the-art technologies to achieve drinking water standards. The treated water is sent to a storage tank and further to the pumping stations. Prior to network distribution, the water is disinfected using Ozone for the prevention of microbiological growth. Finally, the water is pumped to the industrial areas in Chennai.

### Industrial Reuse project of WABAG: IOCL Paradip ETP, Odisha

The wastewater treatment methods were developed to eliminate the environmental pollutants of wastewaters, tailor-made solution was designed, based on multi-barrier treatment systems, employing advanced technologies. The plant is unique since it offers a comprehensive treatment in the sense that the effluents from various streams are treated exclusively along with landfill leachates, spent caustics, and also treating the reject water. WABAG built an effluent treatment and water reclamation plant which ensure sustainable water recycling and reuse; which provides substantial reductions in pollutant discharges into the sea and simultaneously improves water supply reliability. The waste water is treated and used for industrial purpose.

WABAG has executed two sustainable water reuse projects in Windhoek, Namibia. The world's first Direct Potable Reuse (DPR) plant was completed in 2001 and has been producing 21 MLD of recycled water daily, contributing up to 30% of the drinking water needs of the 400,000 citizens of Windhoek. For the Industrial Park at Ujams in the north of Windhoek, WABAG has developed a 5,000 m<sup>3</sup>/d industrial wastewater treatment and water reuse plant based on modern MBR technology. It is the city of Windhoek's first BOOT project in the water field, with 21 years of O&M (spanning from 2014 to 2035), and represents an exemplary cooperation in a public-private partnership.

WABAG is at the forefront of innovation, exemplified by our strategic MoU with Peak Sustainability Ventures for installing 100 Bio-CNG Plants in future. This initiative not only will address the growing energy demand sustainably but also reduce greenhouse gas emissions and mitigates air pollution. Furthermore, it will bolster local economies, create jobs, and align with the G20 Summit's Global Biofuel Alliance initiative, enhancing energy security.



140 MLD STP at Dinapur, Uttar Pradesh

**Applied AI for Treatment Plants:** WABAG has partnered with Pani Energy Inc.'s (Pani) to implement applied AI for treatment plants. The new category of digital technology is called Operational Intelligence (OI) and delivered through their product Pani ZEDTM, in the plant operations. The partnership aims to leverage Pani's platform to optimize on OPEX in the plants by reducing downtime, energy consumption, and chemical usage. Additionally, it will expedite crucial decision-making processes and enhance the longevity of critical equipment. Pani ZEDTM's capability to provide continuous performance analytics, process forecasting, detect operational anomalies, offer actionable insights, and set-point recommendations.

WABAG is strategically focusing on two emerging sectors poised for significant growth: Green hydrogen and semiconductors. In green hydrogen, a nascent but promising field, we leverage our expertise in clean water treatment, a crucial raw material, to become a key partner. The recent chip shortage highlights the importance of semiconductor manufacturing, and WABAG is well-positioned to capitalize on this growth with our proven experience in establishing Ultra-Pure Water plants, vital for chip production. We are confident that WABAG's capabilities will be instrumental in the success of these industries.

WABAG as a pure play water treatment technology player, has launched recently "BLUE SEED", a pioneering initiative designed to foster innovation and support emerging start-ups in the water sector. BLUE SEED envisions to stand as a beacon of innovation in the water sector. Through this program, WABAG will invest in, nurture, and empower promising start-ups with innovative water technology solutions that will shape a secure and sustainable water future. The initiative will identify and invest in early-stage water technology start-ups with high growth potential and will provide comprehensive support and resources to accelerate the success of these Waterpreneurs. It aims to cultivate a thriving ecosystem of Waterpreneurs who will collaboratively contribute to global water security and resilience. WABAG welcomes Waterpreneurs to 'BLUE SEED,' where innovation meets opportunity in the pursuit of a sustainable and dynamic water future.

### Investing in Our People

Our success hinges on our unwavering commitment to employee well-being. We foster an environment that promotes personal growth, celebrates diversity, and ensures equal opportunities for all. Through comprehensive training programs and initiatives, we empower our workforce to expand their knowledge and skills, contributing to their professional development and our Company's overall success.

This year, we are thrilled to be recognized as a "**Most Preferred Workplace**". This prestigious award underscores our unwavering commitment to fostering an inclusive, supportive, and rewarding environment for our employees. We believe that investing in our people is not just essential to our success, but also fundamental to our corporate culture.

**Developing Future Leaders:** We recognize that our employees' passion, expertise, and dedication are the driving forces behind our journey towards a sustainable future. We empower them through comprehensive training programs and opportunities for professional development

WABAG actively contributes to developing the next generation of talent. We participate in government apprenticeship programs like National Apprenticeship Training Scheme (NATS) and National Apprenticeship Promotion Scheme (NAPS), and offer in-house training programs like GET/JET/MT. These initiatives equip young engineers with industry-relevant skills, building capacity for the water treatment sector and contributing to a "Skilled India".

Furthermore, we cultivate future leaders through targeted programs:

- **Leadership Excellence Program:** In collaboration with Great Lakes Institute of Management, we empower middle-level managers to hone their leadership skills.
- **IIM Kozhikode Executive MBA Sponsorship:** We invest in building leadership at the grassroots level by sponsoring the education of six promising engineers.
- **Managerial Development Program (MDP):** This mandatory program equips newly promoted managers with the necessary skills to lead their teams effectively.



Leadership Excellence Program



IIM Kozhikode Executive MBA Sponsorship

NATs / NAPs / LEX	NATS scheme: Supported - 9 Trainees
	NAPS scheme: Supported 112 trainees.
	LEX Program: Sponsored 18 Lexians who successfully completed the LEX 2023 batch with education partner Great Lakes Institute of Management.

We recognize that our employees' passion, expertise, and dedication are the driving forces behind our journey towards a sustainable future. We empower them through Comprehensive training programs and Opportunities for professional development.

**Employee health and well-being:** All employees up to 40 years of age must undergo a medical check-up every two years, while employees over 40 must have an annual check-up. Additionally, the Company provides super specialty medical consultations at reputed hospitals each year to support employees who need them. To promote healthy lifestyles, the Company offers nutritious food options in its cafeteria, as well as facilities for indoor games and a gymnasium. Regular medical camps are conducted at all sites, and specialists are invited to give lectures on preventing lifestyle diseases. The Company also holds awareness sessions about the health insurance plans it offers. As a special gesture, lifetime health insurance is provided to employees who retire after a minimum number of years with the Company.

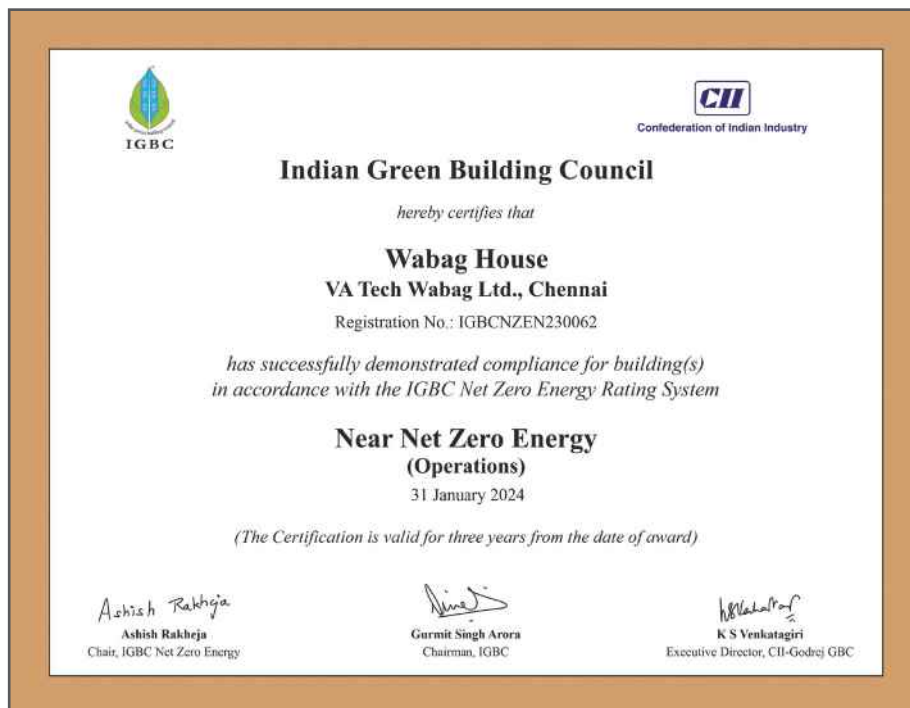
The Company has been certified as a **"World's Healthy Workplace"** by **"Arogya World"** in recognition of its exemplary commitment to employee health and well-being.



**Leading sustainability by Example:** WABAG demonstrates its commitment to society through exceptional environmental performance and employee well-being initiatives. Here's how we're leading by example:

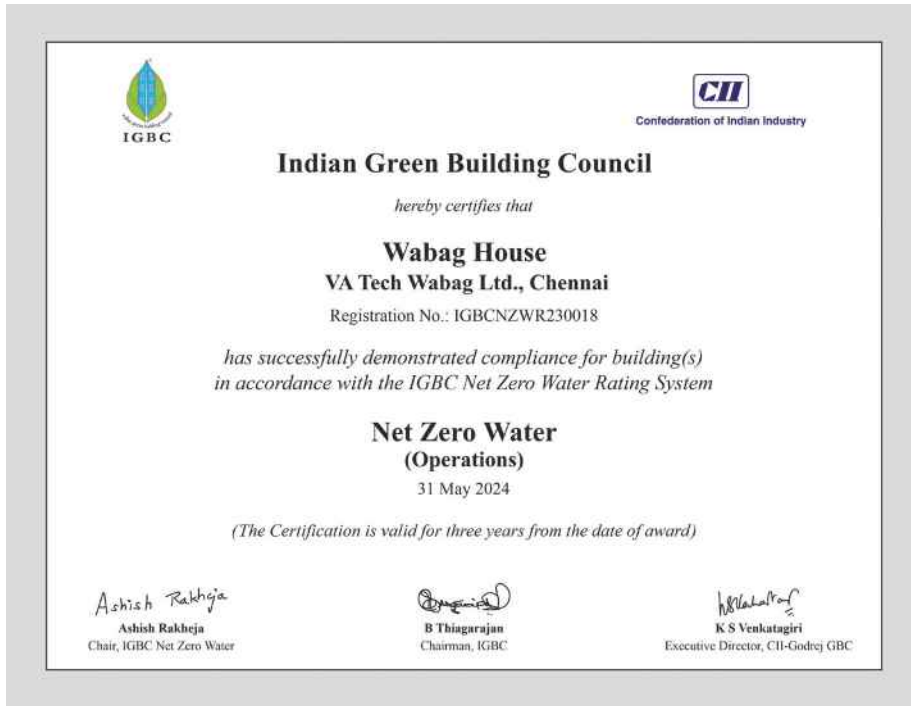
- CII-IGBC Certifications for Corporate WABAG House:

**"Near Net Zero Energy" consumption at our global headquarters.**

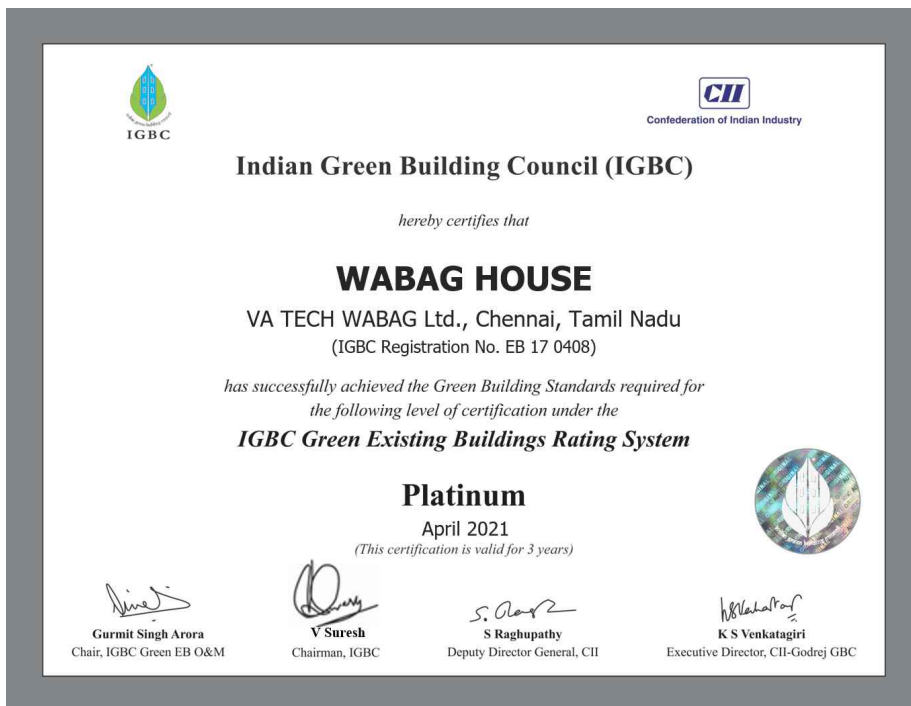




"Net Zero Water" certification, showcasing responsible water usage.



"Platinum Green Building" designation, highlighting our commitment to sustainable construction.



### WABAG House Champions Sustainability Through Recycling Initiative

Demonstrating our commitment to environmental responsibility, WABAG House has partnered with ITC's nationwide recycling initiative, Wellbeing Out of Waste (**WOW**). Through this collaboration, all the dry recyclable waste generated at WABAG House is diverted for recycling, contributing a significant **8731 kgs** of waste in FY23-24. This recycled waste is then transformed into valuable products like **paperboards**, promoting a circular economy and reducing environmental impact.

- **Promoting Healthy and Safe Work Practices:** We prioritize employee well-being alongside environmental sustainability.
- **Low Carbon Footprint:** We focus on reducing emissions throughout our operations.
- **Sustainable Water & Energy Management:** Our operations prioritize water and energy conservation.

**Beyond the Workplace:** Our commitment extends beyond our internal environment. We actively collaborate with local communities, governments, and NGOs through our Corporate Social Responsibility initiatives. These initiatives address diverse needs, ranging from water conservation to sanitation, fostering holistic development, particularly in rural India.

**Digital Transformation:** WABAG embraces digital solutions, leveraging technology to connect and remotely monitor plant performance under operation and maintenance from our global center of excellence.

**Award-Winning Sustainability:** Our dedication to sustainability has been recognized internationally. Our **Jubail Industrial City project** in **Saudi Arabia** was awarded the prestigious "**Energy Globe Award**" for its innovative wastewater treatment and water reuse facility.



Presentation of **Energy Globe Award** to Mr. Hassan Hussameldeen at the Austrian Business Circle Event presented by the Austrian Economic Delegate in Riyadh, Mr. Christoph Pfeifer, MA.

**Looking Ahead:** WABAG remains committed to continuous improvement and innovation. Sustainability is an integral part of our business, and we believe that together, we can build a brighter future for generations to come.

**SECTION A**
**GENERAL DISCLOSURES**
**I. Details of the Listed Entity**

1.	Corporate Identity Number (CIN) of the Listed Entity:	L45205TN1995PLC030231
2.	Name of the Listed Entity:	VA TECH WABAG LIMITED
3.	Year of incorporation:	1995
4.	Registered office address:	"Wabag House", No. 17, 200 Feet Thoraipakkam - Pallavaram Main Road, Sunnambu Kolathur, Chennai - 600117, Tamil Nadu, India
5.	Corporate address:	"Wabag House", No. 17, 200 Feet Thoraipakkam - Pallavaram Main Road, Sunnambu Kolathur, Chennai - 600117, Tamil Nadu, India
6.	E-mail:	<a href="mailto:companysecretary@wabag.in">companysecretary@wabag.in</a>
7.	Telephone:	+ 91 44 6123 2323
8.	Website:	<a href="http://www.wabag.com">www.wabag.com</a>
9.	Financial year for which reporting is being done:	April 01, 2023 - March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed:	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital:	INR 12,43,80,856
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Name: Mr. S Varadarajan Designation: Whole Time Director & Chief Growth Officer (DIN : 02353065) Telephone: +91 44 6123 2323 Email ID: <a href="mailto:varadarajan@wabag.in">varadarajan@wabag.in</a>
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 a Standalone basis, unless otherwise specified.
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.	Engineering, Procurement and Construction and Operation and Maintenance of water and waste water treatment plants including PPP projects under HAM and BOOT Models.  [Group Code: "E"]	a) EPC of Water and Waste water treatment Plants including Desalination, Reuse and recycle of waste water, industrial effluent treatment, Sewage treatment and handling of sludge for production of green power and resource recovery.	85.2%
		b) O&M of above facilities.  [Code: "E1", "E2" & "E3" – Instruction Kit for e-Form MGT-7 for filing Annual Return of the Company]	14.8%

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	EPC and O&M of Water and Wastewater Treatment Plants including Desalination, Reuse and Recycle of Wastewater, Industrial Effluent Treatment, Sewage Treatment and Sludge Management, production of Green energy	3600 & 3700	100%

### 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	58*	5	63
International	23*	10	33

Note: \*It Includes both EPC and O&M sites not owned by Company

19. Markets served by the entity:

- a. Number of locations

Location	Number
National (No. of States)	16
International (No. of Countries)	27

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

40%

- c. A brief on types of customers

In the field of water and wastewater management, your Company has established itself as a prominent global leader and lifecycle partner. Your Company specializes in providing comprehensive solutions, encompassing design, engineering, procurement, construction, commissioning, as well as operation and maintenance services for Water Treatment, Wastewater Treatment, Desalination, Recycle & Reuse, and Sludge Treatment plants.

Your Company serves both Industries and Municipal Utilities across the globe. In Industries, most of the top Oil Refineries in different countries are customers of WABAG including Indian companies like Indian Oil, ONGC, HPCL, Reliance, etc and international companies like Malaysian Petronas, Saudi Aramco, Nigerian Dangote, Russian SIBUR, and Thailand THAI Oil.

In Municipal Utilities, WABAG in India is serving the Municipalities in 16 States. Its overseas municipal clientele includes Government Utilities of Bangladesh, Sri Lanka, Nepal, Thailand, Malaysia, Singapore, Philippines, Oman, UAE, Bahrain, Qatar, Saudi Arabia, Egypt, Libya, Tunisia, Senegal, Vietnam, Austria, and Switzerland, Romania, Germany, Russia, Turkey, Nigeria, Tanzania, Namibia, etc.

#### 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	914	834	91.2%	80	8.8%
2.	Other than Permanent (E)	225	202	89.8%	23	10.2%
3.	<b>Total employees (D + E)</b>	<b>1,139</b>	<b>1,036</b>	<b>91.0%</b>	<b>103</b>	<b>9.0%</b>
Company has a medium term goal of reaching 12% of Female employees from current 9%						
<b>WORKERS</b>						
4.	Permanent (F)	We do not have any factories or production facilities; hence we do not have any workers on our rolls.				
5.	Other than Permanent (G)					
6.	<b>Total workers (F + G)</b>					

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total differently abled employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	We do not have any factories or production facilities; hence we do not have any workers on our rolls.				
5.	Other than Permanent (G)					
6.	<b>Total differently abled workers (F + G)</b>					

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	6	0	-

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 2021-2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.16%	25.00%	24.24%	26.40%	28.20%	26.50%	24.20%	32.70%	24.90%
Permanent Workers	We do not have any factories or production facilities; hence we do not have any workers on our rolls.								

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

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

Sl. 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)
	[Refer <b>Annexure-III</b> to the Board's Report (forming part of the Annual Report) for information on holding / subsidiary / associate companies / joint ventures]			Yes

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

**YES**

(ii) Turnover : INR 25,097 Million

(iii) Net worth : INR 14,962 Million

The highlights of the Company's CSR interventions are reported in the Annual Report on CSR Activities [Refer **Annexure-IV** to the Board's Report (forming part of the Annual Report)].

## 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:

Your Company's Code of Conduct is a comprehensive document for ethical conduct for all internal and external stakeholders of the Company, thus, covering 100% of its operations. There are defined channels for receiving complaints / grievances from all the stakeholders and these are addressed promptly upholding the highest ethical standards. Further the stakeholders of your Company include its investors, clients, employees, vendors / partners, governments, and the community. A strong whistleblower policy is available to all the stakeholders of your Company, which has been uploaded in the Company's website at Whistle-Blower-Policy.pdf ([www.wabag.com](http://www.wabag.com))

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress 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	Yes Policy-on-Grievance-Redressal.pdf ( <a href="http://www.wabag.com">www.wabag.com</a> )	31	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		0	0	-	2	0	Complaints received towards demat of shares and Non receipt of AR
Employees and workers		65	0	-	1	0	Compliant is closed
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		0	0	-	0	0	-

## 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:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	O	To be replaced with: Climate change, while posing challenges, offers opportunities for water utilities. Rising demand for reliable water management, the need for resilient infrastructure, advancements in desalination and reuse technologies, and access to climate-related funding can all be leveraged by utilities to become more innovative, efficient, and leaders in sustainability	N.A	Positive
2	Renewable energy	O	WABAG recognizes renewable energy as a critical opportunity to achieve environmental and economic sustainability. WABAG is exploring the integration of biogas technology, a renewable source derived from organic waste, to potentially power the treatment facilities. This forward-thinking approach demonstrates WABAG's leadership in adopting renewable energy solutions, ultimately contributing to a more sustainable water management future. WABAG designs its plants for its customers with economically designed objectives; and with its technologies, WABAG ensures its capex and lifecycle costs are optimized.	-	Positive
3	Resource availability	O	Water, the most vital natural resource for the mankind in the world is becoming more scarce day by day under the huge population pressure and ruthless exploitation. WABAG contributes significantly to resource recovery and manufacturing fresh water from used water and sea water (by desalination) through advanced technology to bring water security to this world.  Timely availability of resource namely manpower, machinery and material / equipment are key for project progress. WABAG actively contributes to developing the next generation of talent and participate in government apprenticeship programs like National Apprenticeship Training Scheme (NATS) and National Apprenticeship Promotion Scheme (NAPS), and offer in-house training programs like GET/JET/MT.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Timely Execution	R/O	Achieving "timely execution" requires meticulous project planning, realistic scheduling, effective resource allocation, and proactive monitoring of progress. It also involves anticipating and mitigating potential delays through contingency planning and agile management practices. WABAG follows all these processes.	Delay analysis is being conducted, catch up plan, enhancement of resources where required, innovative solution to bottlenecks and periodic review on action taken are being done by the Company. Company uses mechanised construction and AI for construction related challenges. Company operates under multiple shift to address the delays due to external factors.	Negative/ Positive
5	Health & safety	R/O	The nature of business of the Company is such that the employees face safety risks on operation sites (either EPC or O&M) whether its dealing with water treatment chemicals or installation of water facilities. Hence we at the Company have positioned occupational health and safety and quality as a top priority with zero tolerance in operating the business of the Company. Therefore, Health and safety of the employees of the Company when taken care properly at work place, leads to productivity enhancement.	Company prioritizes a safe and healthy work environment with a comprehensive risk management program. This includes empowering everyone to stop unsafe activities, conducting regular medical checkups providing Health and safety training sessions (including Tool box Talks, work permit system, do's and don'ts etc) implementing multi-level safety programs with continuous improvement reviews, and a policy with rewards for safe acts and consequences for unsafe ones.	Negative/ Positive
6	Quality Control (QC)	R/O	At Company, meeting (and exceeding) committed water quality standards is crucial. Effective quality control in our processes, engineering, construction, supplies, installation, commissioning and O&M, safeguards our brand, ensures project timelines, and fosters long-term economic benefits.	Company reinforces quality control through a multi-step approach: using standardized checklists with scoring, assigning inspectors based on verified skills and a competency matrix, and gathering annual customer satisfaction feedback (on a 10-point scale) to continuously improve.	Negative/ Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Innovation and Digitization	O	Company prioritizes continuous improvement and competitiveness. We actively embrace digitization, implementing AI-powered Operational Intelligence (OI) platforms to optimize plant operations. This translates to higher productivity, lower operational costs, and improved decision-making – all factors that contribute to our success in a competitive market and we are able to deliver quality in resulting repetitive work getting done through AI based rather than depending on super skilled work force. Additionally, our legacy of innovation through value engineering during project execution strengthens bids and enhances winning chances. WABAG has dedicated R&D centres located in Europe & India, and also collaborates with leading technical institutes across the globe, which has enabled WABAG to develop an impressive portfolio of over 125 Intellectual Property (IP) rights.	-	Positive
8	Training, education and development	O	In a rapidly evolving water treatment industry, WABAG recognizes the critical role of training, education, and development (TED) for its workforce. We invest heavily in TED programs to ensure our employees possess the skills and knowledge necessary to operate at the cutting edge of technology. This not only fosters a culture of continuous learning but also equips our team to deliver the best possible solutions for our clients, strengthening our competitive edge and ensuring long-term success.	-	Positive
9	Corporate Governance	O	Company prioritizes strong corporate governance as a material issue. WABAG's Board comprises of two Executive Directors and four Independent Directions (including one Non Executive Non Independent Director (ID)) and all the Board Committees are chaired by the IDs. We recognize that adherence to the highest ethical standards and robust compliance practices are essential for building trust with investors and other stakeholders. Effective corporate governance fosters transparency and accountability, leading to a positive brand image that attracts long-term investment and strengthens our position in the market.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Ethics and integrity	O	Company prioritizes ethics and integrity, recognizing a strong value system builds a powerful brand image. Our comprehensive framework includes a Code of Conduct outlining core ethical principles, specialized codes for anti-bribery and fair disclosure, and a whistleblower policy to empower employees to report misconduct. By upholding these standards, WABAG fosters trust and strengthens its reputation for long-term success.		Positive
11	Intellectual Property	R / O	Company recognizes the critical role of intellectual property (IP) in maintaining its competitive edge. Our innovations are protected through patents, trademarks, and proprietary know-how. However, leakage of confidential information and potential IP infringement by competitors pose significant risks. To mitigate these, WABAG implements robust data security measures, employee training, and actively monitors for infringement, ensuring our innovations continue to drive our success.	Company prioritizes safeguarding its intellectual property through a multi-layered approach. We cultivate a culture of IP awareness through workshops and training, collaborate with patent attorneys for filing and portfolio management, and enforce strict data security measures during vendor/customer data exchange. Additionally, all confidential information exchanges are bound by Non-Disclosure Agreements (NDAs), while contracts with partners, vendors, and even employee agreements include ironclad confidentiality clauses to ensure our innovations remain a secure foundation for our success.	Negative / Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Community engagement	O	Recognizing the link between our success and community well-being, WABAG prioritizes community engagement. We actively engage through meetings, social media, and surveys to understand needs and tailor our CSR programs. Focusing on institution building and utilizing technology for sustainable water management, WABAG fosters local ownership through participatory programs and village committees. By strategically targeting projects near operational sites and providing local employment opportunities, WABAG invests in communities for shared success.	-	Positive
13	Sustainable Supply Chain	R/O	Company prioritizes a sustainable supply chain, recognizing the growing consumer demand for ethical and environmentally conscious products. This approach mitigates risks like market share loss, reputational damage, and legal issues associated with unsustainable sourcing. Conversely, it strengthens our brand image, fosters cost savings, and positions WABAG as a leader in the sustainable water treatment sector.	To ensure a sustainable supply chain, WABAG enforces a comprehensive Vendor Code of Conduct outlining expectations for labor practices, human rights, environmental impact, and business ethics. We go beyond compliance, actively collaborating with vendors through assessments, capacity building programs, and open communication to improve their sustainability performance. This collaborative approach fosters a network of responsible suppliers, mitigating risks and positioning WABAG as a leader in sustainable water treatment solutions.	Negative/ 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:

### Principles of BRSR:

P-1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

P-2: Businesses should provide goods and services in a manner that is sustainable and safe

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

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

P-5: Businesses should respect and promote human rights

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

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

P-8: Businesses should promote inclusive growth and equitable development

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
<b>1</b>	<b>a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
	<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
	<b>c. Web Link of the Policies, if available</b>	<a href="https://www.wabag.com/compliances/">https://www.wabag.com/compliances/</a> [1. Whistle Blower Policy; 2. Code of Conduct for Board Members and senior management personnel of your Company; 3. Policy on Materiality of Related Party Transactions and on dealing with Related Party Transactions; 4. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information & Policy for identifying Legitimate Purpose; 5. Policy on determining Material Subsidiaries; 6. Policy for determination of Materiality for disclosure of Events or Information; 7. Policy on preservation & archival of documents; 8. Dividend Distribution Policy; 9. Nomination, Evaluation & Remuneration Policy; 10. Risk Management Policy; 11. Corporate Social Responsibility Policy; 12. Sustainability Policy; 13. Policy on Cyber Security Data Privacy; 14. Equal Opportunity Policy; 15. Policy on Business Responsibility and Sustainability Report; 16. Policy on Grievance Redressal; 17. Policy on Preferential Procurement; 18. Policy on Human Rights] 19. Prevention of Sexual Harassment (POSH) Policy; 20. Code of conduct for Prevention of Insider Trading; 21. Policy on Anti-Bribery & Anti-Corruption; and 22. Policy on Conflict of Interest]								
<b>2</b>	<b>Whether the entity has translated the policy into procedures. (Yes / No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>3</b>	<b>Do the enlisted policies extend to your value chain partners? (Yes/ No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9										
4	<b>Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	The Company is committed to provide innovative and sustainable water technology solutions to its customers. To ensure completion of its projects ensuring the highest quality, the Company offers structural safeguards through the implementation of its Integrated management system, which conforms to international standards ISO 9001:2015.HSE System is well established for international standards like ISO 14001:2015 for Environmental management system and ISO 45001:2018 for Occupational Health and safety Management system. The well-developed procedures ensure utmost client satisfaction culminating into state of the art water treatment solutions.																		
5	<b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	Company is committed to providing its customers with energy efficient products and aspires to become water positive.																		
6	<b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	Performance of each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors.																		
<b>Governance, leadership and oversight</b>																				
7	<b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</b>	WABAG has been committed to environmental and Social well-being since its inception, prioritizing ESG long before it became a mainstream concept.																		
8	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Mr. S Varadarajan, Whole Time Director and Chief Growth Officer.																		
9	<b>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.</b>	Yes, the Sustainability Committee of the Board is responsible for sustainability related issues.																		
10	<b>Details of Review of NGRBCs by the Company:</b>	Periodic reviews are conducted by the Company internally, however specific issues on NGRBCs are also addressed on a need to need basis.																		
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee</b>									<b>Frequency [Annually (A) / Half-yearly (HY) / Quarterly (Q) / Any other – please specify]</b>									
		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	Yes, by the Whole Time Director									A	A	A	A	A	A	A	A	A	A
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, by the Whole Time Director									A	A	Q	H	A	Q	A	A	A	A

11	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, independent assessment / evaluation is carried out in major EPC and O&M plants for Principle 3 and 6 by M/s BVCI, M/s Deloitte, M/s SGS.								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable since the policies of the Company covers all Principles on NGRBCs.								
	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

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	During the FY 2023-24, Updates / awareness presentations were made to the Board members during the quarterly meeting pertaining to business, regulatory, safety, ESG matters, etc. These matters provided insights on the said Principles.		100%
Key Managerial Personnel	9	WABAG Code of Conduct	100%
Employees other than BoD & KMPs	10	DNA of WABAG	100%
Workers	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.		



Training on the BRSR Principles

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

The Company had no monetary and non-monetary 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 2023-24 based on materiality thresholds.

<b>Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the Regulatory / enforcement agencies / judicial institutions</b>	<b>Amount (in INR)</b>	<b>Brief of the Case</b>	<b>Has the appeal been preferred? (Yes / No)</b>
Penalty / Fine	-	-	NA	-	-
Settlement	-	-	NA	-	-
Compounding Fee	-	-	NA	-	-
<b>Non-Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the Regulatory / enforcement agencies / judicial institutions</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes / No)</b>	
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

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

<b>Case Details</b>	<b>Name of the Regulatory / enforcement agencies / judicial institutions</b>
	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 Company has laid down a detailed policy on Anti-Bribery and Anti-Corruption (which is available in the Company's intranet portal and also in the website of the Company (<https://www.wabag.com/compliances/>) that supports the principles in relation to business ethics and anti-corruption. The Company requires all its employees to comply fully with all applicable laws and regulations in the territories where the Company conducts business, and to adhere to high standards of ethical conduct. The Company's Code of Conduct, which is available in Company's intranet portal, applies both to suppliers and business partners of the Company. Also depending on specific contracts any incremental requirement of Anti-bribery / Anti-corruption compliance need is also addressed.

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

No Directors / KMPs / employees / workers were involved in bribery / corruption both in FY 2023-24 and FY 2022-23. On above grounds, no action was taken by any law enforcement agency.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

No complaints were received with regard to conflict of interest against Directors / KMPs in FY 2023-24 and FY 2022-23.

	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	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Nil

**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 (current trade payables)	168	178



## 9. Openness 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	N.A	N.A
	b. Number of trading houses where purchases are made from	N.A	N.A
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A	N.A
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	N.A	N.A
	b. Number of dealers / distributors to whom sales are made	N.A	N.A
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	N.A	N.A
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3%	6%
	b. Sales (Sales to related parties / Total Sales)	11%	15%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments ( Investments in related parties / Total Investments made)	100%	100%

## Leadership Indicators

### 1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
13,348	HSE related, ESG related, risk assessment related, ESMP Performance related, Legal related, general ethics, Code of conduct, Operation Related, Company policies and Procedures, labor laws, stakeholder engagement Training including Tool box Talks.	Currently, not available

### 2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has the following policies in place to avoid / manage the conflict of interest involving members of the Board:

1. Policy on Anti-Bribery and Anti-Corruption;
2. Code of Conduct for Board Members and Senior Management Personnel;
3. Code of conduct for prevention of Insider Trading;
4. Code of Practices and Procedures for disclosure of Unpublished Price Sensitive Information;
5. Whistle Blower Policy;
6. Policy for Materiality of Event;
7. Policy on Related Party Transaction.

## 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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	100%	100%	The R&D expenditures were spent in specific technologies (e.g. in a zero liquid discharge technology, Ceramic membranes) to improve the environment.
Capex	100%	100%	WABAG is in the business of pollution abatements. Its investments / capital expenditure are related to this business.

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

Yes

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

We have a holistic approach for supply chain partners in the supplier selection, Supplier evaluation and supplier audit plan. We have Integrated Management System (IMS) and sustainable procurement policy in place. Going forward, we plan to track the sustainable sourcing for analysis and improvement. However, in WABAG, all Value Chain Partners are evaluated for WABAG's HSEQ parameters before their on boarding and it has 70% coverage.

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.**

Company does not reclaim the products for reusing, recycling and disposing at the end of life of the products. However, Projects and operational facilities are implemented with ESHS Systems and Procedures in place. We have specific operational control procedures to handle hazardous and non-hazardous waste which will mandatorily fulfill the requirements of environmental law and regulations and contractual requirements.

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 Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

EPR is not applicable as the major business of the Company is EPC, O&M and the Company does not manufacture any products used in construction of its plants.

## Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

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

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

Name of Product / Service	Description of the risk / concern	Action Taken
	NA	

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	NA	

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not applicable

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

**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)
<b>Permanent Employees</b>											
Male	834	834	100%	834	100%	-	-	-	-	-	-
Female	80	80	100%	80	100%	80	100%	-	-	-	-
<b>Total</b>	<b>914</b>	<b>914</b>	<b>100%</b>	<b>914</b>	<b>100%</b>	<b>80</b>	<b>8.7%</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	202	202	100%	202	100%	-	-	-	-	-	-
Female	23	23	100%	23	100%	23	100%	-	-	-	-
<b>Total</b>	<b>225</b>	<b>225</b>	<b>100%</b>	<b>225</b>	<b>100%</b>	<b>23</b>	<b>10.2%</b>	-	-	-	-

**Details of measures for the well-being of employees:**

WABAG is committed to helping its employees to improve their health and wellbeing. WABAG's employee wellbeing is focused on three (3) broad areas - Health, Wellness and Safety. It becomes a business imperative with measurable improvement including the health and wellbeing status of our employees. Our benefits and wellbeing program is a comprehensive and integrated approach to wellbeing based on employee needs. It goes beyond physical health to include emotional and financial health and safety. It provides a broad array of resources to help employees create healthy habits by changing behaviors one step at a time.

**Workspace:** Apart from adequate lighting, air, water facility, smoke free office WABAG Provide adequate and ergonomic workspace to its employees in its office. Also WABAG discourages use of any chemicals in the office space and promotes eco-friendly products.

**Physical Activity** - WABAG encourages its employees for the regular physical activity in the interest of their health. WABAG makes it easier to integrate fitness into a daily routine. WABAG has state of the art Gym facility and Games facility in its office which help its employees to utilize it. WABAG conducts annual championship for various games amongst its employees to promote health and fun at work place.

**Balanced Weight** - WABAG provides resources to help employees to better understand nutrition and achieve a healthy weight. The food provided by the Company in the office cafeteria will not only meet the prescribed health standards but also brings options of healthier foods.

**Mental Wellness** - WABAG offers education, tools and services to help its employees to enhance their emotional and mental wellbeing. WABAG offers a state of the art Library with books covering a range of topics like technical, professional, business, management, etc. WABAG also has wide range of Print dailies, monthly newsletters and magazines to keep the staffs abreast of state of affairs. Regular training program are conducted. Company offers special programs for meditation for employees and also provides specialist physician consultation where required in the interest of mental wellness of our employees.

**Employee champions** - Champions are employee volunteers who support, motivate, educate and inspire their colleagues to live healthier, more enriched lives. We're particularly proud of our employees' commitment to helping one another and the success of this volunteer program across our Company.

**Internal Trainers or WABAG Gurus** - We are leveraging the subject matter experts' experience in the Niche industry like us and make them share their knowledge among WABAGites in a forum called 'Enrich' in every week. We identify the internal trainers and call them WABAG Gurus. Most of our technical training needs are met by our internal trainers. All the trainers will be sharing their knowledge pertaining to their domain and function.

**Mentor Mentee Programme** - As part of the Talent development initiatives, we have Mentor- Mentee programme in WABAG. All the talents are assigned with a Mentor within the organization. With regard to GETs for smoother transition of the campus to corporate culture, each of the trainees is assigned a Mentor preferably from the same discipline. The purpose of this is to provide Mentees with necessary inputs in handling work criticalities, making choices on departments and to track progress of their learning syllabus. Each trainee of different discipline has been entrusted with a set of learning syllabus. These Mentor Mentees ought to meet every fortnight to review the Mentee's learnings at the workplace. When there is a lag in the learnability at the incumbent role, the Mentor will be able to guide the Mentee to take up a job rotation inside the organization for betterment. On frequent intervals, the feedback will be collected from both "Mentors on Mentees" and "Mentees on their respective Mentors". In case of any grievances, HR would reallocate a new Mentor.

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

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)
<b>Permanent Workers</b>											
Male	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.										
Female											
<b>Total</b>											
<b>Other than Permanent Workers</b>											
Male	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.										
Female											
<b>Total</b>											

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

	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Cost incurred on well-being measures as a % of total revenue of the Company.	0.12%	0.10%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.	Y	100%	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.	Y
Gratuity	100%		Y	100%		Y
Superannuation	100%		Y	100%		Y
Insurance Coverage	100%		Y	100%		Y
ESI	All employees' remuneration is more than the ESI ceiling wages		N.A	All employees' remuneration is more than the ESI ceiling wages		N.A

**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.

WABAG believes in addressing the need of differently abled employees in its offices / facilities. WABAG's Equal opportunity policy covers provision of rights of person with disabilities. The Company's headquarter is situated in Chennai (WABAG House, Head office) and we have duly provided for easy entrance at ground floor till top floor through lifts without any steps. We have also provided separate washrooms for disabled employees in each floor (total nine floors).



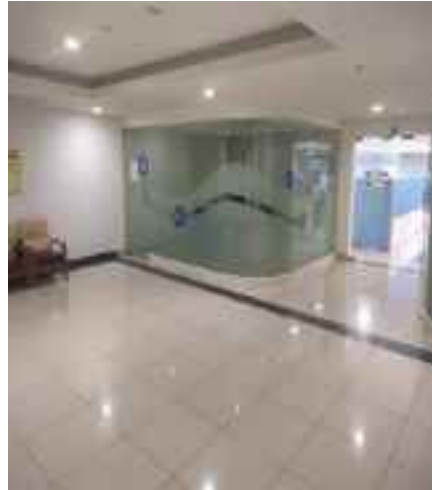
Differently abled friendly Pathway



Differently abled Friendly Reception and Lift



Differently abled friendly Lift Lobby



Differently abled friendly workplace



Differently abled friendly rest room

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

Yes. Web-link is Equal-Opportunity-Policy.pdf ([www.wabag.com](http://www.wabag.com))

**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	NA	NA	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.	
Female	0 out of 1	0%		
<b>Total</b>	<b>0 out of 1</b>	<b>0%</b>		

**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	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.
Other than Permanent Workers	
Permanent Employees	Yes. HR Grievance Portal is available to Employees for Grievance redressal. Access is also available to employees to communicate directly to management through the intranet portal where employees can have named basis or anonymous basis provide feedback/ express grievance. Such grievances are immediately addressed. In all our facilities, we implemented grievance redressal procedure to capture the grievance from workers, vendors, communities and other stakeholders. The action against the grievances are taken in the immediate basis, communicated to the concern person and getting confirmation from them.
Other than Permanent Employees	

**7. Membership of employees and workers in association(s) or Unions recognized 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	914	0	0%	847	0	0%
- Male	834	0	0%	774	0	0%
- Female	80	0	0%	73	0	0%
Total Permanent Workers	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.					
- Male						
- Female						

**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)
<b>Employees</b>										
Male	1,036	1,036	100%	864	83.39%	962	962	100%	591	61%
Female	103	103	100%	92	89.32%	92	92	100%	81	88%
<b>Total</b>	<b>1,139</b>	<b>1,139</b>	<b>100%</b>	<b>956</b>	<b>83.93%</b>	<b>1,054</b>	<b>1,054</b>	<b>100%</b>	<b>672</b>	<b>64%</b>
<b>Workers</b>										
Male	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.									
Female										
<b>Total</b>										

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

Employees: The Company has a robust Performance Management System (PMS) through setting off balanced score card based KRA's which encompasses development of career related review and discussion between the employee and supervisor(s). The Company provides for multiple reviews on performance of employees for corrective action during the course of the year as part of PMS which includes identification of learning and development needs of employees on the job and off the job. The Company has various leadership development programmes starting from identifying leadership talent among fresh graduates from the college to senior employees who take up management positions. The Company provides regular enrich programmes for knowledge upskilling and updation. These programmes are conducted online with global reach to its employees. The Company also conducts technical training programmes to the facilities, where the Company is engaged in operation and maintenance of plants so that the facilities employees are benefitted in upskilling themselves. The Company also emphasizes on behavioral programmes and also trains the key staff on their top 5 strengths identified through specific HR tools. The Company also has the comprehensive mentorship program for its employees. The Company has started WABAG Academy for training on project management, construction management, engineering management and marketing management.

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No (D)	% (D/C)
<b>Employees</b>						
Male	1,036	909	88%	962	796	83%
Female	103	88	85%	92	76	83%
<b>Total</b>	<b>1,139</b>	<b>997</b>	<b>87%</b>	<b>1,054</b>	<b>872</b>	<b>83%</b>
<b>Workers</b>						
Male	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.					
Female						
<b>Total</b>						

## 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, the Company has ISO 14001:2015 & ISO 45001: 2018 certification. Occupational health and safety management system was well established in the Company to minimize occupational health and safety hazards at work place there by reducing the occurrence of work related injuries, illness and incidents. The coverage of this system encompasses comprehensive measures, including technological innovation, training programs, procedural enhancements, and benchmarking. This holistic approach ensures an incident-free environment, contributing to the well-being and safety of all the stakeholders of the Company. WABAG's commitment to occupational health and safety is evidenced by its achievement of ISO 45001:2018 certification, affirming the effectiveness of the HSE system. WABAG's dedication extends beyond general occupational safety to address the specific challenges and requirements associated with water treatment operations, reinforcing its pledge to maintain a secure and incident-free environment for all activities. We have operational control procedure for all activities involved in EPC and O&M sites like work permit system, job safety analysis, Hazard risk identification and risk assessment, emergency preparedness and response, handling of chemicals and spill control, lock out and tag out systems, capturing of near misses, unsafe act and unsafe conditions, incident reporting, investigation, corrections and horizontal deployment. We have been continuously communicating safety alerts to all the EPC and O&M sites for the awareness and implementation of the same. Periodic review meetings with the site teams related with the resource requirement, welfare related and opportunities also are conducted to improve the safe culture in the work activities.

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

The Company follows various processes to identify work-related hazards and assess risks on a routine and non-routine basis as detailed stated below:

1. Hazard Identification and Risk Assessment (HIRA)
2. Job Safety Analysis (JSA)
3. Safety Audits and Inspections
4. Incident and near-miss reporting
5. Objectives and targets (OHS & ES) planning
6. Design, Construction, Engineering Operation control planning
7. Communication, consultation, & participation
8. Incident investigation, reporting, Corrective Action and horizontal deployment
9. Contractor safety management
10. Change management system
11. Performance monitoring and review
12. Training and awareness
13. Hazard and Operability (HAZOP)



The Company has HIRA practices based on the activities, products and service, ensuring that major hazards were identified and risks were assessed. At the start of each project, WABAG prepares the HIRA document as part of its routine and non-routine basis. WABAG implements Job Safety Analysis (JSA) for all activities, ensuring that risks associated with the activities are identified prior to initiating the job. The incident and near-miss reporting system that WABAG adheres to support continuous improvement to identify work-related hazards and assess risks which in turn will reduce the incidents significantly. The past history records related to HSE performance have been taken into consideration for identifying hazards/ risks in work-related areas, whereby risks have been mitigated, and a safe work environment has been provided, contributing to the improvement of OHS performance in the organization. With its Change Management System, WABAG will identify and review the hazard which can be minimized (or) eliminated. Regular monitoring of OHS implementation will enhance the safety culture of the organization. The monthly review system is followed for all the site regarding the safety activities and performance. The details of the same are being presented by the CEO to the Board on quarterly basis.

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

Yes. We have several systems to report / communicate work-related hazards as mentioned below:

- consultation and participation system;
- interested party feedback system as per ISO14001 and ISO 45001;
- Grievance redressal Mechanism system;
- Safety committee meeting system;
- Near-Miss / Unsafe observation /unsafe condition reporting system.

We have a well-established HIRA / Job Safety Analysis (JSA) system implemented in site activities. With this system, hazards are identified prior to the job, ensuring the safety of the workers. Additionally, we have an effective near-miss reporting system. The Board of Directors of the Company gets updated by the CEO on quarterly basis w.r.t. work related hazards.

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

Yes, the Company provides medical insurance for all its employees to support them in facing medical challenges. Apart from that, the Company conducts health checkups for the employees aged 40 and above every year, while those under 40 undergo medical checkups once in every two years. In addition to the above-mentioned activities, several specialty health centers are provided for the employees from reputed hospitals. The Company also provides such health insurance covers to employees who have served the Company for 10 years or more even after their superannuation for both self and spouse as a special gesture considering the real need of health covers against hospitalization at older age.

As regards Workers, the Company does not have any factories or production facilities; hence it does not have any workers on its rolls.

The Company conducts health workshops/lectures through specialists for its employees periodically on life style diseases and steps for prevention & care. This benefits employees personally to take care of their health in general.

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

The Company has cultivated a robust safety culture that places the utmost importance on the well-being of all its stakeholders. The employees actively engage in safety committees, attend regular safety meetings, and provide valuable feedback to reinforce this culture. Comprehensive training programs equip the employees with the necessary knowledge and skills to execute their duties safely. Both the employees and contractors are held accountable for adhering to stringent safety policies and procedures. Regular reviews and enhancements of safety protocols, informed by feedback, incident investigations, and industry benchmarks, underscore the Company's commitment to continuous improvement. Through diligent safety audits and inspections, potential areas for enhancement are identified, ensuring ongoing refinement of safety practices.

Safety Incident / Number	Category*	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.17	0.33
Total recordable work-related injuries	Employees	0	0
	Workers	1	6

Safety Incident / Number	Category*	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including the contract workforce

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

Safety plays a paramount role in WABAG's business. In the workplace, we ensure safety through various systems and procedures across all our EPC and O&M sites. We conduct safety induction training for all individuals entering the site premises. The implementation of the JSA system provides knowledge about potential risks and ways to mitigate them. Our Hazard Identification and Risk Assessment (HIRA) process helps identify and assess hazards and risks in our activities.

We have an effective Work Permit system in place, ensuring that supervisors are informed of work activities, and necessary safety measures are taken into account before commencing the job. Prior to initiating any job, we conduct Tool Box Talks, briefing on the activities to be carried out and describing possible risks, along with ways to overcome them.

To provide a healthy workplace, we ensure clean and hygienic water, accommodation, and rest shelters. To enhance the health of the workplace, we offer necessary beverages during the summer and adjust work hours to mitigate heat stress.

We believe in recognizing and rewarding those who demonstrate exemplary commitment to safety. Through our awards and recognition programs, we celebrate individuals and teams who go above and beyond to uphold our safety standards. By shining a spotlight on their dedication, we not only acknowledge their contributions but also inspire others to emulate their behavior. Company tracks millions of safe manhours of work without any LTI and publishes and recognizes in town hall or Management Review meetings.

We have established a robust consequence management system aimed at promoting accountability and continuous improvement. This system address safety violation and also emphasizes the importance of adherence to safety protocols for the well-being of our team members.

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

WABAG has established a defined grievance redressal mechanism for its employees. Individuals facing any discomfort in working conditions, health, and safety are provided access to register grievances through the portal using their login credentials. The HR team addresses the raised grievances, ensuring resolution, and feedback is provided to the concerned member. For the site team, safety officers serve as the grievance mechanism executives. Site team members have access to register their complaints in the grievance register, which are then directly addressed by the Project Manager for resolution. With an effective grievance redressal system, we ensure a safe and secure workplace.

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	33	0	-	3	0	-
Health & Safety	9	0	-	2	0	-

**14 Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Health and safety practices	100%. The Company has robust Internal audit process in line with ISO 45001:2018 requirement and it covers all EPC and O&M plants. Frequent audit to facilities and plants are being conducted by the Company. We have self-assessment on monthly basis and gap is closed by corrective and preventive action (CAPA) process and multidisciplinary approach for conducting HSE audit. The Company also conducts third party audits on health and safety at facilities and take necessary corrective actions. We conducted an external audit for both our office and the site as part of IMS surveillance. Additionally, to showcase our commitment to Environmental, Health, and Safety (EHS) excellence, we participated in the CII EHS Excellence Award as well as the World Safety Organization. As a result of our efforts, we received various awards for our outstanding performance in safety and our focus on environmental sustainability, including water and waste management.
Working conditions	

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

The Company has implemented a Standard Operating Procedure (SOP) for incident reporting, investigation, and correction. This SOP outlines the process for identifying, reporting, recording, and investigating incidents to determine their root causes. Once the root causes are identified, corrective actions are taken to prevent recurrence of similar incidents in the future.

Additionally, the incidents are circulated across all sites for knowledge sharing and continual improvement processes. Specific training is provided to address the improvement actions identified through the incident investigation process. This ensures that the employees are equipped with the necessary skills and knowledge to prevent similar incidents from occurring in the future, thereby enhancing overall safety and operational efficiency. We have established a robust consequence management system aimed at promoting accountability and continuous improvement. This system address safety violation and also emphasizes the importance of adherence to safety protocols for the well-being of our team members.

### Leadership Indicators

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

The Company extends life insurance coverage for all its employees.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

There is a process of checking by the relevant functional team for statutory compliance before payment is processed for the value chain partners so that compliance is enforced on a regular basis.

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been / are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Employees	Not Applicable			
Workers				

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

Specific / select contract based engagement is provided to specialist positions and leadership positions post retirement based on need of business of the Company. The Company provides consultant role for those senior employees after the retirement also. The Company does provide opportunity of working in other areas based on choice of the employees by reskilling themselves. For those whose employment is terminated on performance grounds as a last resort, are supported by talent acquisition team based on need of the exiting employee (reskill and redeploy).

**5. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	100% of value chain partners of the Company are covered at the time of empanelment of the agency, vendor/contractors for the health and safety practices and working conditions provided by them before awarding contract with them. Internal audits are being conducted periodically at the facilities post engagement, so that deviations are fixed.
Working conditions	

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners**

WABAG implements a robust Operation Control Procedure for contractual agreements signed with the contractors. Before finalizing such contracts, all relevant Environment, Safety, Health, and Security (ESHS) documents including manuals, procedures, work instructions and operational control procedures, are shared with such contractors for their review and concurrence. Regular internal audits on safety are also conducted across the Company's sites, extending to assessments of value chain partners. This ensures that safety standards are consistently upheld throughout the operational network. To guarantee the safety of the contractor's personnel, comprehensive training and awareness programs are also provided periodically, specifically addressing identified job-related risks. Incidents involving contractors are promptly reported through the incident monitoring system, facilitating efficient resolution and preventing recurrence. Furthermore, these incidents are circulated across the organization for knowledge sharing, fostering a proactive approach to risk mitigation and promoting a culture of safety across the entire value chain.

**PRINCIPLE**

**4**

**Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

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

The Company understands the significance of identifying and engaging with various stakeholders to gain insight into their expectations and develop effective strategies. Key stakeholders, both internal and external, are identified based on their impact on the Company's operations and functioning. These include employees, shareholders / Investors, Communities /NGO, Vendors / Contractors, customers, Governments & Regulatory Authorities and Lending institutions.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Employees	No	Email, Town hall, Notice Board, Website, internal circulars etc	Regularly or periodically (as and when required)	To share business information & decision and obtain feedback. Concerns raised during such interfaces are duly addressed.

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 / Investors	No	Press releases and press conferences (intimation to the Stock Exchanges); Email, Website, Investor conferences, Newspaper Ad, Conference calls and General Meetings (AGM / EGM)	Quarterly, Half yearly and Annually and Periodically (based on requests received)	Educating the investors community about business model and Understanding shareholder expectations.
Communities / NGO	No	Meetings, Trainings & Workshops, Website, Social Media	Regular	Support CSR Projects, livelihood restoration where impacted by our projects
Vendors / Contractors	No	Email, SMS, Website, Social Media, site meetings	Regular	To do business and raise concerns
Customers	No	Events, conferences, periodic meetings, Email, SMS, Advertisement, Social Media Website.	Monthly	Engage with the Customers on WABAG's solutions and services. Seek Customers' feed back on WABAG's services and continuously improve to meet their expectations.
Governments & Regulatory Authorities	No	Email, Website, Physical and Digital meetings.	Quarterly, Half-yearly, Annually and periodically (as and when required as per the Statutes)	Discussions with regulatory bodies' w.r.t approvals and renewal of licenses. Policy advocacy.
Lending institutions	No	Meetings, Email, Website	Quarterly, Half-yearly, Annually and periodically (as and when required)	Consortium meetings

## Leadership Indicators

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

In its pursuit to strive for a greener and sustainable world around, the Company has formed "Sustainability Executive Committee (SEC)" and "Sustainability Working Group (SWG)" with clearly defining the details of the Committee members along with their roles and responsibility. The SEC & SWG are duly guided by the Sustainability Committee of the Board of Directors of the Company chaired by Mrs. Vijaya Sampath, Independent Director.

The Company has also engaged reputed consultant to provide expert guidance on the aforesaid subjects. Meetings of the SEC and SWG were conducted during the year for discussion and finalization of the ESG initiatives, Goals or Targets, along with an awareness session with external consultant at the Head Office of the Company. Outcome of the aforesaid Meetings were put up to the Sustainability Committee of the Board, for their further consideration and recommendation to the Board for final approval.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes. For example, the Company addressed livelihood restoration for the community identified as affected persons / households through stakeholder consultation, in projects where the Company has the responsibility as a project developer. The inputs received from consulting firm to connect with people have been incorporated in the policies and activities of the Company.

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

The Company does not have any vulnerable or marginalized group in its project works.

## 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 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. of Employees / Workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	914	914	100%	847	847	100%
Other than permanent	225	225	100%	207	207	100%
<b>Total Employees</b>	<b>1,139</b>	<b>1,139</b>	<b>100%</b>	<b>1,054</b>	<b>1,054</b>	<b>100%</b>
100% of the employees are provided the details of the policies including human rights at the time of joining during their induction programme. Further, the Company has published the policy on human rights which imbibes the spirit of human rights in its operation and value chain across the globe and the said policy is available in the website of the Company viz., Policy-on-Human-Rights.pdf ( <a href="http://www.wabag.com">www.wabag.com</a> ). The Company believes all its employees have read and understood the said policy.						
<b>Workers</b>						
Permanent	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.					
Other than permanent						
<b>Total Workers</b>						

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	914	-	-	914	100%	847	-	-	847	100%
Male	834	-	-	834	100%	774	-	-	774	100%
Female	80	-	-	80	100%	73	-	-	73	100%
<b>Other than Permanent</b>	<b>225</b>	<b>-</b>	<b>-</b>	<b>225</b>	<b>100%</b>	<b>207</b>	<b>-</b>	<b>-</b>	<b>207</b>	<b>100%</b>
Male	202	-	-	202	100%	188	-	-	188	100%
Female	23	-	-	23	100%	19	-	-	19	100%

Category	FY 2023-24 (Current Financial Year)				FY 2022-23 (Previous Financial Year)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
<b>Workers</b>										
Male	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.									
Female										
<b>Other than Permanent</b>										
Male										
Female										
<b>Total</b>										

### 3. Details of remuneration/salary/wages

#### a. Median Remuneration / wages:

	Male		Female	
	Number	Median Remuneration / salary / wages of respective category (Amount in INR)	Number	Median Remuneration / salary / wages of respective category (Amount in INR)
Board of Directors (BoD) [Whole Time Directors]	2	3,08,99,270		
Board of Directors (BoD) [Non-Executive Directors (including Independent Directors)]	3	18,00,000	1	18,00,000
Key Managerial Personnel (KMP)	6*	1,17,68,963		Not Applicable
Employees other than BoD and KMP	1,030	8,90,160	103	6,74,760
Workers	The Company does not have any factories or production facilities; hence it does not have any workers on its rolls.			

\* Data as on March 31, 2024

#### 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	4.78%	4.97%

#### 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 Resource Department Head is responsible for the same who will be supervised by the Whole time director of the Company.

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

The Human Rights Policy of the Company elaborates on the grievance redressal mechanism and the policy is available at Policy-on-Human-Rights.pdf ([www.wabag.com](http://www.wabag.com)).

**6. 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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	1	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

We used to conduct POSH (Prevention of Sexual Harassment) related training in the office and at sites to create awareness among employees and workers about their rights, the legal framework, and the procedures for addressing and reporting sexual harassment at the workplace.



	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)	0	1
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

WABAG has a Whistle Blower Policy wherein the employees shall file a complaint against any wrong practices, discrimination, unethical behavior or harassment without any apprehension as the confidentiality of the complainant details are being ensured. WABAG's policy on prevention on sexual harassment (POSH) takes care of protection of complainants. Also, the Code of Conduct of WABAG requires employees to behave responsibly in their action and conduct. Apart from that, WABAG has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, and conduct investigation to take action.



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

Yes

**10. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	Yes, all work places are assessed by WABAG's in house HR and IR team / internal auditor team. Assessment by external team is done on random sampling basis in WABAG.
Forced / involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

There is no significant risk / concerns raised from the assessment.

### Leadership Indicators

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

No complaint received in FY 2023-24 for human rights violation.

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

WABAG adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. Fostering a culture of caring and trust are embedded in various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle- Blower policy and the Code of Conduct Policy (CoC). WABAG has laid down its CoC, which is applicable to the members of the Board, senior management and employees of the Company. The objective is to be committed and vigilant towards the ethical conduct of business processes and instill a sense of ownership within WABAG Group. Respect to fellow employees is listed as one of the fundamental values to be practiced by every WABAGite while at work. All designated employees, including Board Members, adhere to the CoC and provide an annual declaration of their compliance. WABAG is committed to treating every employee with dignity and respect. WABAG has formulated a policy on 'Protection of Women's Rights at Workplace' as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and Rules, 2013. The said policy is applicable to all WABAG establishments. Further, the Company conducts regular audit and inspection by EHS Department on EHS and human rights issues. The scope of audit covers all project facilities and offices including the value chain partners (supply chain partners) that are active in WABAG's EPC and O&M projects.

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

WABAG's largest establishment is its Head Office situated in Chennai as "WABAG House" and here we have duly provided easy access to differently abled visitors as per the Statutes. The work facilities where construction activities are conducted is the work place of our customers to the best possible extent we address easier access of differently abled visitors.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	Value Chain partners are mandated to adhere to the Company's policies, as applicable.
Discrimination at Workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – please specify	

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

NA

## 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:

In WABAG House, 78% of the Electrical energy consumed is from Renewable energy for the FY 2022-23. In continuation to that 82% of the Electrical energy is consumed from Renewable energy for FY 2023-24. To show case our performance on the renewable energy consumption, we had filed the application and got the Near Net Zero – Energy certification from the Confederation of Indian Industries.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A) (MJ)	32,81,474	29,95,668
Total fuel consumption (B) (MJ)	-	-
Energy consumption through other sources (C) (MJ)	-	-
<b>Total energy consumed from renewable sources (A+B+C) (MJ)</b>	<b>32,81,474</b>	<b>29,95,668</b>
<b>From non-renewable sources</b>		
<b>Total electricity consumption (D) (MJ)</b>	<b>7,02,208</b>	<b>8,23,428</b>
<b>Total fuel consumption (E) (MJ)</b>	<b>5,40,147</b>	<b>3,94,987</b>
Energy consumption through other sources (F) (MJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (MJ)	12,42,355	12,18,415
Total energy consumed (A+B+C+D+E+F) (MJ)	45,23,829	42,14,083
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.0001803	0.0001812
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.0002540	0.0002420
<b>Energy intensity in terms of physical output</b>	N.A	N.A
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A

Note: Values presented are only for WABAG House

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

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

WABAG is engaged in production of treated water through water and waste water treatment plants at the premise of its customers. WABAG draws sea water, domestic sewage, and industrial waste water in the treatment plants and produces treated water. WABAG during the year has produced 27 million m<sup>3</sup> per day of treated water through the treatment plants (STP) operated and maintained by it, as a result of which we are producing 9855 million m<sup>3</sup> of water annually during FY 2023-24. WABAG has been ranked no 3 globally by Global Water Intelligence (GWI) based in London for volume of water treated through O&M of treatment plants managed by it. WABAG is ranked amongst the global top 5 desalination player by Global Water Intelligence (GWI). WABAG's main focus in future is on "Manufactured Water" viz. desalination, reuse and recycle.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water (in kilo litres)	0	0
(ii) Groundwater (in kilo litres)	2,110	1,525
(iii) Third party water (Drinking Water) (in kilo litres)	203	217
(iv) Seawater / desalinated water (in kilo litres)	0	0
(v) Others - Recycled water (in kilo litres)	5,204	4,402
<b>Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)</b>	7,517	6,144
<b>Total volume of water consumption (in kilo litres)</b>	7,517	6,144
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.00000030	0.00000026
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00000042	0.00000035
<b>Water intensity in terms of physical output</b>	N.A	N.A
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	N.A	N.A

Note: Values presented are only for WABAG House

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No.

#### 4. Provide the following details related to water discharged:

We are in the business of pollution abatement and environment protection and our treatment plants at the site of customer treats the water / wastewater and make its fit for the environment including human consumption, industrial usage, etc. Our waste discharge shall always been meeting the standards prescribed for same.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.**

We have further implemented zero liquid discharge facility in Corporate Office and achieved Platinum rated green building certification by IGBC. We have 50 KLD STP for recycling the water used for domestic purpose in WABAG House (Head Quarter in Chennai). Whatever the water used in the WABAG House is recycled and used back for Gardening and Flushing purpose. And there will be no discharge of any liquid outside of the boundary area of WABAG House.

**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 <sup>3</sup>	16.8	16.8
SOx	µg/m <sup>3</sup>	9.1	9.1
Particulate matter (PM)	µg/m <sup>3</sup>	28.6(10), 13.0(2.5)	28.6(10), 13.0(2.5)
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Values presented are only for WABAG House

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:**

WABAG's commitment to sustainability extends to its global headquarters, WABAG House in Chennai. Here, the Company achieved a remarkable feat with 82% of its energy consumption being sourced from renewable power. This achievement was recognized with the prestigious Near Net Zero certification from the Confederation of Indian Industry (CII), highlighting WABAG's unwavering dedication to sustainable practices and its significant efforts in reducing scope 2 emissions.

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	37.75	27.28
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	139.66	209.29
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.0000000071	0.0000000102
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	0.0000000100	0.0000000136
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	N.A	N.A
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	N.A	N.A

Note: Values presented are only for WABAG House

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.**

WABAG's commitment to sustainability extends to its global headquarters, WABAG House in Chennai. Here, the Company achieved a remarkable feat with 82% of its energy consumption being sourced from renewable power. This achievement was recognized with the prestigious Near Net Zero certification from the Confederation of Indian Industry (CII), highlighting WABAG's unwavering dedication to sustainable practices and its significant efforts in reducing scope 2 emissions.

**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)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A) (in metric tonnes)	0.064	0.076
E-waste (B) (in metric tonnes)	0	0
Bio-medical waste (C) (in metric tonnes)	0	0
Construction and demolition waste (D) (in metric tonnes)	0	0
Battery waste (E) (in metric tonnes)	0.124	0
Radioactive waste (F) (in metric tonnes)	0	0
Other Hazardous waste. Please specify, if any (G) (in metric tonnes)	0	0
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector) (in metric tonnes)	8.667	5.160
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>8.855</b>	<b>5.236</b>

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000000035	0.000000000023
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000000050	0.000000000030
Waste intensity in terms of physical output	N.A	N.A
Waste intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	8.855	5.236
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>8.855</b>	<b>5.236</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	We do not have any practice of Landfilling and Incineration	We do not have any practice of Landfilling and Incineration
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>	<b>0</b>	<b>0</b>

Note: Values presented are only for WABAG House

**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.**

The environmental management system of WABAG has been proven through its ISO 14001:2015 certification for the Integrated Management System. WABAG adheres to the clauses of ISO 14001:2015 and implements all relevant systems. This certification covers all EPC sites, O&M sites, head office, and regional offices. Waste management procedures have been effectively implemented across all EPC sites, O&M sites, head office, and regional offices of WABAG. WABAG has a waste management plan specific to each project, which guides waste segregation, collection, storage, and disposal to authorized agencies. Our waste management plan focuses on the 5R Technique: Refuse, Reduce, Reuse, Recover, and Recycle.

**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:**

Sl. 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
Not Applicable			

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

WABAG's Customers own the sites and they conduct EIA study before awarding the contract. Where WABAG builds plants under BOOT or Hybrid Annuity Models (HAM), it also ensures it conducts ESIA study through specialist agencies before start of its projects. During the current financial year, there is no requirement for ESIA study as per contract / The Environment (Protection) Act, 1986.

Names 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
Not Applicable					

**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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

WABAG does EPC and O&M of water and wastewater treatment plants for Industries and Municipal organizations and supports to obtain such compliances as are applicable for the assets owned by the Customers.

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

## Leadership Indicators

### 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

- (i) Name of the area -
- (ii) Nature of operations -
- (iii) Water withdrawal, consumption and discharge in the following format

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	5,50,510*	1,34,553
Total Scope 3 emissions per rupee of turnover		0.000022	0.000006
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		N.A	N.A

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.

\*Increased Scope 3 emissions this year due to expanded accounting for purchased goods and services, assessment is going for other scope 3 categories.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	A new, patented process for Minimum Liquid Discharge and recyclables recovery	WABAG's new process - a combination of membrane distillation and crystallization - is an advanced solution to the concentrate problem in sea- and brackish water desalination.	Proven technologies are combined to achieve an almost (waste)water-free process with to a maximum reduced salt concentrate as a by-product. In addition, the concentrate can also be recycled.
2.	The Company is in the business of Design, Build and Operation and Maintenance of Water and waste water treatment plants including Desalination and Reuse technologies for treatment of water. In our operations, we take several steps and initiatives to use technologies or solutions appropriate for recovery of different resources handled. It can be fresh water which is recovered or recovery of precious metals from waste water of tannery kind of industries or recovery of oil from waste water treated for Export. The Company has taken several initiatives in the last 26 years of its presence in India towards bringing innovative technologies in to this country for both Industries and Municipal bodies.	<a href="http://www.wabag.com">www.wabag.com</a>	WABAG's contribution to Water & Environment over last 26 years are: 1) 1.3 million m <sup>3</sup> Desalinated Water per day 2) 2.7 million m <sup>3</sup> Recycled Water per day 3) >41MW Green Energy per day 4) 27 million m <sup>3</sup> Wastewater treated per day 5) 27.5 million m <sup>3</sup> Clean Water per day 6) Reducing >630 Tonnes GHG Emission per day

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

Yes, we have the Business Continuity Plan and the same is available in Company's Intranet. Business continuity can play an essential role in ESG by ensuring that companies are well-prepared to address environmental, social, and governance risks and disruptions while maintaining their operations and responsibilities to stakeholders. According to ISO 22301, business continuity plan is defined



as “documented procedures that guide organizations to respond, recover, resume, and restore to a pre-defined level of operation following disruption”. A disaster recovery plan (DR or DRP) is a formal document created by an organization that contains detailed instructions on how to respond to unplanned incidents such as natural disasters, power outages, cyber-attacks and any other disruptive events. While sustainability focuses on the broader concept of maintaining valued attributes and adapting to change, continuity specifically relates to the uninterrupted continuation of specific activities or operations.

In WABAG, we have Business Continuity Plan to address the Environmental, Social and Governance risks / disruptions as an organization. We also have site specific Disaster management plan to effectively prepare for and respond to disasters.

Following testifies effectiveness of our DRP policy for IT. WABAG is in the business of pollution abatement and its primary business objective is to build plants to treat water/waste water and also operate and maintain the said plants & meeting the KPIs agreed with our clientele. While talking about disaster recovery, we want to mention here that WABAG was able to operate hundreds of plants across globe, during lock-down both in India as well as in other countries due to COVID19 impact on all the countries across globe. WABAG was able to ensure uninterrupted supply of drinking water and treatment of sewage / effluent in all its plants, thus fulfilling our commitment of protecting environment even during a disaster/Pandemic like COVID19. Our world-class IT systems enabled borderless remote digital workplace during lock-down which ensured business as usual. Workplace hygiene, continuous awareness [standard operating procedure (SOP)], vaccination drives are facilitated for our direct and indirect employees to ensure workplace safety. At WABAG's construction as well as O&M sites, employees were provided with well sanitized accommodations, safety measures and all essentials within the project premises to restrict the movement and to avoid the risk of infection.

WABAG is celebrating its 100 years of existence as a Brand and it has been growing over the period of years. This testifies the efficacy of its business continuity.

With the digital enablement, business objectives of many weeks of trips were achieved in a few hours of digital interactions among the employees and the customers.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No Significant adverse impacts have been reported from our value chain partners.

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

The Company has well established code of conduct covering compliance related with Environmental management system and Occupational health and safety management system. All Value Chain partners are evaluated for HSEQ parameters before their onboarding.

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

S. No	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce & Industry (Associate Membership)	National
3	Export Credit guarantee corporation of India	National
4	International Water Association (IWA)	Global

S. No	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
5	International Desalination Association (IDA)	Global
6	British Council	Global
7	Indo-German Chamber of Commerce & Industry	Global
8	Madras Chamber of Commerce & Industry	State
9	Madras Management Association	State
10	Engineering Export Promotion Council of India	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.**

During the year, there were no such cases.

Name of the Authority	Brief of the case	Corrective action taken
-	-	-

## Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes / No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, if available
1	"Reuse of treated wastewater" for promoting economic viability and environment sustainability	Being part of various forums organized by Central and State Govt. as a thought leader	The Company's website provides various information on Reuse & Recycle.	Every quarter as part of its review of various operations	<a href="http://www.wabag.com">www.wabag.com</a>
2	"Desalination" as a viable and sustainable alternative across the coastal regions	Being an active member of various groups in employer's association like CII, FICCI, etc.	WABAG's website provides good level of information on Desalination	Every quarter as part of its review of various operations	<a href="http://www.wabag.com">www.wabag.com</a>
3	"Renewable energy/Green energy from Bio-gas" to make STP's self-sufficient and environment protection	Through publishing various articles and industry journals	WABAG's website provides good level of information on renewable power from sludge	Every quarter as part of its review of various operations	<a href="http://www.wabag.com">www.wabag.com</a>
4	Total Resource Recovery	Sponsoring various initiatives by Govt. bodies and Private entities	WABAG's website provides good level of information on resource recovery from waste water treatment	-	<a href="http://www.wabag.com">www.wabag.com</a>

**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.**

During the current financial year, there is no requirement for SIA study as per contract / The Environment (Protection) Act, 1986.

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

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

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)
Not Applicable						

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

The Grievances of the Community are received directly or through NGOs and the same is being redressed by the Company as and when they arise.

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	-	-
Directly from within India	-	-

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) (Amount in INR)	FY 2022-23 (Previous Financial Year) (Amount in INR)
Rural	6,72,073	11,61,611
Semi-urban	5,19,37,735	2,99,87,258
Urban	13,77,91,250	12,57,42,579
Metropolitan	1,12,48,85,761	95,89,69,610

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

However WABAG through sub Contract provides employment of 3364 numbers in rural / semi urban, 2143 number in urban / metropolitan areas.

## Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
ESIA is normally carried out by WABAG's Customer prior to award of contract to WABAG. WABAG's customers largely being Urban Local bodies under different States, the social impact that they identify is addressed by themselves. Where WABAG acts as developer of the project, the SIA is done and identified points are duly addressed by WABAG itself. In such projects developed, WABAG did not notice any negative social impact during the year.	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount Spent (in INR)
Not Applicable (Please refer CSR Annual Report – forming part of the Annual Report)			

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)

Yes, Preferential-Procurement-Policy.pdf ([www.wabag.com](http://www.wabag.com))

This policy is aimed at setting procurement guidelines and to outline a process to support and document procurement decisions. All suppliers / customers / vendors shall be treated in a fair & equitable manner within the framework of this policy. Predominant part of procurement action of WABAG will be guided by specific clauses in its Contract and procurement is made from such vendors/contractors who are part of approved list of WABAG's customers.

- b) From which marginalized / vulnerable groups do you procure?

Not applicable

- c) What percentage of total procurement (by value) does it constitute?

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

The Company is a technology company rated No.3 globally by Global Water Intelligence (GWI), London, based on its complete range of technology offering. The Company has more than 125 IP rights. Currently these IPs for advanced technologies and are largely deployed in our European markets. The Company has introduced many first of its kind technologies in India. The Company is promoting technologies based on these IPs in Indian market also.

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
N.A.				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
N.A.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Apprenticeship, India.	129	N.A
2	Maintenance of Public Convenience Project, Chennai	Around 250	N.A

**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 Grievance redressal policy sets out WABAG's policy towards redressing grievances raised by its customers availing services from WABAG from time to time. The said policy is available in the website of WABAG i.e. Policy-on-Grievance-Redressal.pdf ([www.wabag.com](http://www.wabag.com)). Timely responses of such complaints is monitored by the Senior Management team of WABAG.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as WABAG does not have specific consumer product or product range.
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)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

Not Applicable

	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, the Company has a framework/ policy on cyber security and risks related to data privacy, available at Policy-on-Cyber-Security-Data-Privacy.pdf ([www.wabag.com](http://www.wabag.com))

**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.**

Not Applicable

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches	There were no data breach instances during the year.
b. Percentage of data breaches involving personally identifiable information of customers	Not Applicable
c. Impact, if any, of the data breaches	Not Applicable

## Leadership Indicators

**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

The Company's business offerings can be found on the website:

<https://www.wabag.com>

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

WABAG does not have any consumer products, so this is not applicable.

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

Being an Essential Service, the Company is operating and maintaining several water and waste treatment plants in India. During such maintenance, it tries to do large coverage without disruption or discontinuance by proper planning. Such actions are prior-informed by its Municipal customers in newspaper or information is circulated in advance by its Industrial customers.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Not Applicable. WABAG's water saga spans over hundred years, making it an industry leader today in the field of total water management. With presence in four continents, WABAG is a pure-play water technology multinational offering a wide range of solutions focused on conservation, optimization, recycling and reuse of resources, directed at addressing water challenges across the world. The details are available in the website of the Company <https://www.wabag.com/about-us/>