

Pitti Engineering Limited

(Formerly Pitti Laminations Limited)

ISO 9001:2015 ISO 14001:2015

www.pitti.in



1st September 2025

To,
BSE Limited
Floor 25, P J Towers, Dalal Street
Mumbai – 400 001
Scrip Code: 513519

To,
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E), Mumbai – 400 051
Scrip Code: PITTIENG

Dear Sir,

Sub: Business Responsibility and Sustainability Report for financial year 2024-25

Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulation 2015, as amended please find enclosed the Business Responsibility and Sustainability Report for financial year 2024-25.

We request you to take the same on record.

Thanking you,

Yours faithfully,
For Pitti Engineering Limited

Mary Monica Braganza
Company Secretary & Chief Compliance Officer
FCS 5532

CIN: L29253TG1983PLC004141

Registered Office

6-3-648/401, 4th Floor
Padmaja Landmark, Somajiguda
Hyderabad – 500 082
Telangana, India
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Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

S. No	Particulars	Details
1.	Corporate Identity Number (CIN) of the Company	L29253TG1983PLC004141
2.	Name of the Company	Pitti Engineering Limited
3.	Year of Incorporation	17 th September 1983
4.	Registered Office Address	6-3-648/401, IV Floor, Padmaja Landmark,
5.	Corporate Address	Somajiguda, Hyderabad – 500 082
6.	Email Address	shares@pitti.in
7.	Telephone	91 40-23312774/ 23312770
8.	Website	www.pitti.in
9.	Financial Year for which reporting is done	1 st April 2024 to 31 st March 2025
10.	Name of the Stock Exchanges where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1,882.68 lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Sandip Agarwala COO – Motor & Generator Components Business Email: brsr@pitti.in Contact: 91 40-23312774/ 23312770
13.	Reporting boundary	Standalone The amalgamation of Pitti Castings Private Limited and Pitti Rail and Engineering Components Limited with the Company was approved by the Hon'ble National Company Law Tribunal, Hyderabad Bench (NCLT) vide order dated 3 rd October 2024. Accordingly, this Business Responsibility and Sustainability Report for the year ended 31 st March 2025 includes the business operations and activities of the amalgamated entities.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/Services

16. Details of business activities

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover
1	Manufacturing	Electrical laminations, sub-assemblies for motor cores and generators, die-cast rotors, castings and machining of metal components.	100

17. Products/Services sold by the Company

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Electrical laminations and stampings	25910	59.72
2	Machining of metal components	25920	18.03
3	Casting	24109	2.99
4	Others- Metal scrap, traded goods, and tools	3830, 46699, 28229	19.26

Business Responsibility & Sustainability Report (Contd.)

III. Operations

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

Location	Number of plant locations	Number of offices	Total
National	4	1	5
International	NIL		

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	11 Countries

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

31.55%

c. Types of customers

The Company serves Business to Business (B2B) customers. The Company specialises in the manufacturing of a wide range of products such as electrical steel laminations, motor cores, sub-assemblies, die rotors, press tools, castings and machining of metal components. These products cater to a broad spectrum of industries, including renewable energy, power generation, automotive, data centres, special purpose motors, and mining.

IV. Employees

20. Details as at 31st March 2025

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1,064	1,036	97.37	28	2.63
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total Employees (D + E)	1,064	1,036	97.37	28	2.63
Workers						
4.	Permanent (F)	951	951	100	Nil	NIL
5.	Other than Permanent (G)	2,344	2,338	99.74	6	0.26
6.	Total Workers (F + G)	3,295	3,289	99.82	6	0.18

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)		Nil			
2.	Other than Permanent (E)					
3.	Total Employees (D + E)					
Workers						
4.	Permanent (F)		Nil			
5.	Other than Permanent (G)					
6.	Total Workers (F + G)					



Business Responsibility & Sustainability Report (Contd.)

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	28.57
Key Management Personnel	2	1	50.00

Note- Executive Directors who are KMP are included in the Board of Directors. The Chief Financial Officer and Company Secretary & Chief Compliance Officer are shown in KMP.

22. Turnover rate for Permanent Employees and Workers

	2024-25(%)			2023-24(%)			2022-23(%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.84	8.00	22.48	20.89	24.39	20.99	7.68	-	7.68
Permanent Workers	12.18	NA	12.18	16.40	NA	16.40	7.36	NA	7.36

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Pitti Industries Private Limited (Formerly Bagadia Chaitra Industries Private Limited)	Wholly Owned Subsidiary	100	Yes
2	Dakshin Foundry Private Limited	Wholly Owned Subsidiary	100	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover: ₹ 1,51,187.30 lakhs
(iii) Net worth: ₹ 76,269.25 lakhs

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	2024-25			2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes Refer link below	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	NA	Nil	Nil	NA
Shareholders		6	Nil	NA	8	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		17	Nil	NA	13	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA

<https://pitti.in/api/investor-relation/download/Grievance%20Redressal.pdf?id=150&disposition=inline>

Business Responsibility & Sustainability Report (Contd.)

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications:

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Health and Safety	Risk	Occupational hazards may endanger the safety of our employees and communities around our manufacturing locations.	Increased automation, use of protective equipment, and a strong focus on safety-oriented operations helps to manage and improve health and safety outcomes while reducing workplace incidents.	Negative
2	ESG	Opportunity	Following-through on Environment, Social and Governance commitments to regulators, customers and investors enables the Company to secure its reputation and future business opportunities.	NA	Positive
3	Employee Retention and Talent Development	Risk	The Company requires employees of a special skill set. Given there are very few companies in this genre of business who operate around the Company's plants, retention is important.	Multiple learning and development programmes are implemented to upskill and reskill the workforce, supported by a robust system for attracting, developing, and retaining the right talent.	Negative
4	Cybersecurity	Risk	Increased digitalisation and automation exposes the Company to new risks including data breaches, identity theft and other types of cybercrime.	Establishing strong cybersecurity systems to avoid any kind of data breach, safeguard digital assets, ensure business continuity and protect Company's integrity and core values.	Negative
5	Regulatory Compliance	Risk	Failure to comply with relevant laws and regulations may result in legal and financial penalties.	Embedding strong ethical governance, transparency, and compliance monitoring within the organisation's risk culture and internal controls.	Negative
6	Social Responsibility	Opportunity	Ensuring goodwill with local, and marginalised communities through community development.	NA	Positive

Business Responsibility & Sustainability Report (Contd.)

6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	a. To support biodiversity and carbon sequestration, the Company has reserved 7 acres of land at its Chhatrapati Sambhajnagar facility and 1 acre at its Kothur facility for afforestation and greenbelt development. This initiative involves the plantation of approximately 21,500 trees in Chhatrapati Sambhajnagar and 15,000 trees in Hyderabad. As of the reporting period, the Company has successfully planted: ▪ 16,000 trees at the Chhatrapati Sambhajnagar facility ▪ 12,850 trees at the Kothur facility These plantations utilise a combination of traditional methods and the Miyawaki afforestation technique, which encourages dense, multi-layered, and self-sustaining forests. With an expected annual growth rate of 1 metre, the plantations are projected to become self-sustainable within two years of plantation, contributing to long-term ecological restoration and improved air quality around the facilities. b. In line with its commitment to reduce direct emissions, the Company has added 21 Electric Vehicles (EVs) to its operational fleet over the past three financial years: ▪ 6 EVs in 2022–23 ▪ 10 EVs in 2023–24 ▪ 5 EVs in 2024–25 The Company is committed to continuing this transition and plans to expand the EV fleet further based on operational requirements, reinforcing its support for clean mobility and energy-efficient logistics. c. The Company continues to strengthen its commitment to clean energy by operating a 1 MW solar power plant at its Chhatrapati Sambhajnagar facility. This installation plays a key role in reducing reliance on non-renewable energy sources and supports the Company's long-term sustainability goals. While there was no capacity expansion during the current reporting year, the Company remains focused on increasing the share of renewable electricity in its overall energy mix. Plans for future enhancement to 3 MW remain under consideration and will be pursued in alignment with operational and regulatory readiness.
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Governance, leadership and oversight

7.	Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements Our journey toward sustainable growth is guided by a deep commitment to Environmental, Social, and Governance (ESG) principles. In an increasingly complex global environment—marked by climate risks, stakeholder scrutiny, and the evolving regulatory landscape—we recognise that building a future-ready business requires a holistic approach to sustainability. As part of our ongoing efforts to address climate change and reduce our carbon footprint, we have undertaken a series of initiatives focused on clean energy, afforestation, and green mobility. Our 1 MW solar power plant at the Chhatrapati Sambhajnagar facility continues to make a significant impact, while there was no expansion in renewable capacity this year, we remain committed to enhancing our clean energy share in the future. In afforestation, we have initiated a large-scale greenbelt programme covering 8 acres (7 acres in Chhatrapati Sambhajnagar and 1 acre in Kothur) using both traditional and Miyawaki plantation methods. So far, over 28,800 trees have been planted. These plantations are designed to grow rapidly, become self-sustaining within two years of plantation, and contribute meaningfully to biodiversity and carbon absorption. To further support our decarbonisation goals, we added 21 electric vehicles to our fleet over the past three years. We will continue to assess opportunities to expand this fleet based on operational requirements. A significant milestone this year was the completion of our new expansion facility at Chhatrapati Sambhajnagar, which has been awarded the LEED Gold certification. This achievement reflects our commitment to sustainable infrastructure and green building practices. Our broader commitment to sustainability also includes continuous investment in employee health, safety, and well-being. We are proud to report zero workplace injuries during the reporting year, supported by robust training and safety protocols. Our people remain at the core of our success, and we are focused on fostering an inclusive and secure work environment.
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Business Responsibility & Sustainability Report (Contd.)

	Our Corporate Social Responsibility (CSR) initiatives continued to make a positive impact across communities, we remain engaged with local stakeholders to ensure that our contributions are meaningful and sustainable. We also place strong emphasis on ethical governance and transparent decision-making. Our governance framework ensures that business is conducted responsibly, with oversight and accountability built into every level of operation. Looking ahead, we remain committed to aligning our business practices with sustainability principles. While challenges remain, we are steadily progressing toward our goals—reducing emissions, conserving biodiversity, managing natural resources responsibly, and creating shared value for all our stakeholders. Akshay S Pitti Managing Director & Chief Executive Officer																			
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).				Shri Akshay S Pitti (DIN 00078760), Managing Director & Chief Executive Officer, under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.															
9.	Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.				Yes. The Risk Management Committee of the Company oversees the factors related to the Environment, Social and Governance aspects and provides adequate inputs to the Board of Directors. The Corporate Social Responsibility Committee oversees the social factors and provide necessary insights to the Board of Directors. For details on the Committees please refer to the Report on Corporate Governance in the Annual Report.															
10.	Details of review of NGRBCs by the Company:																			
	Subject for review		Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
			P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action		The policies of the Company are reviewed by Department Heads / Board Committees and Board of Directors wherever applicable									Reviewed at frequency stated in respective policies or on need basis.								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		The status of compliance with all applicable statutory requirements is reviewed by the Board.									Quarterly								
11.	Has the Company carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.			P1	P2	P3	P4	P5	P6	P7	P8	P9								
No. The policies and processes are subject to audits / reviews done internally in the Company from time to time.																				

12. If answer to question (1) above is 'No' i.e. not all Principles are covered by a Policy, reasons to be stated:

Questions	P7
The Company does not consider the Principle material to its business (Yes/No)	No
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No
The Company does not have the financial or/human and technical resources available for the task (Yes/No)	No
It is planned to be done in the next financial year (Yes/No)	No
Any other reason (please specify)	There is no specific policy outlined for Principle 7. The Company through associations /institutions / trade and industry chambers strives to advocate and pursue various causes that are in the larger interest of the industry, economy, society and public.

Business Responsibility & Sustainability Report (Contd.)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	5	The Board and KMP engage in awareness sessions pertaining to business, strategy, risk and regulatory training.	100
Key Managerial Personnel	4		
Employees other than Board of Directors and KMPs	144	The employees/ workers undergo various trainings /awareness sessions such as induction training at the time of joining and leadership, policy, safety, environment, social, governance, occupational health, mental health, soft skills, risk management, function specific technical and compliance training during the course of employment.	97.04
Workers			

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

Note: The Company 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 Company's website:

Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil		
Punishment					
Settlement					
Compounding fee					

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

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.

S.No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable		



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4. Does the Company 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 a policy for anti-bribery and corruption for all employees and is available internally. The Company has also adopted a Code of Conduct applicable to the Board of Directors and senior management personnel of the Company. The members of the Board of Directors and senior management personnel of the Company are required to affirm an annual compliance of this code.

Weblink: <https://pitti.in/api/investor-relation/download/Code%20of%20Conduct.pdf?id=146&disposition=inline>

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

	2024-25	2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	2024-25		2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured).

	2024-25	2023-24
Number of days of accounts payables	70	81

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties.

Parameter	Metrics	2024-25	2023-24
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	Nil	Nil
	b) Number of trading houses where purchases are made from	Nil	Nil
	c) Purchases from top 10 trading houses as % of total purchases from trading houses.	Nil	Nil
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	Nil	Nil
	b) Number of dealers / distributors to whom sales are made	Nil	Nil
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil

Business Responsibility & Sustainability Report (Contd.)

Parameter	Metrics	2024-25	2023-24
Share of RPTs in	a) Purchases (Purchases with related parties/ Total Purchases)	0.94%	13.14%
	b) Sales (Sales to related parties / Total Sales)	6.09%	0.56%
	c) Loans & advances (Loan & advances given to related parties / Total loans & advances)	100%	Nil
	d) Investments (Investments in related parties / Total Investments made)	100%	100%

PRINCIPLE 2: BUSINESS 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 products and processes to total R&D and capex investments made by the Company, respectively.**

Segment	2024-25	2023-24	Details of improvements in environmental and social impacts
R & D	Nil	Nil	NA
Capex	0.76%	2.78%	The Company has undertaken investments in Electric Vehicles (EVs) and energy-efficient LED lighting systems as part of its strategy to reduce Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions. These measures are aligned with the Company's commitment to energy efficiency, carbon footprint reduction, and adoption of environmentally responsible technologies

2. **a. Does the Company have procedures in place for sustainable sourcing? (Yes/No)**
Yes
- b. If yes, what percentage of inputs were sourced sustainably?**
91.68%
* Raw materials only considered
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.**
End of life procedures are currently not mandated for the Company as Extended Producer Responsibility is not applicable.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the Company'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.**
Not Applicable



Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 3: BUSINESS SHOULD RESPECT AND PROMOTE THE WELLBEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,036	1,036	100	1,036	100	NA	NA	Nil		Nil	
Female	28	28	100	28	100	28	100				
Total	1,064	1,064	100	1,064	100	28	100				
Other than employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total 1 (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	951	951	100	951	100	NA	NA	Nil		Nil	
Female	Nil	NA	NA	NA	NA	NA	NA				
Total	951	951	100	951	100	NA	NA				
Other than Permanent workers											
Male	2,338	2,338	100	2,338	100	NA	NA	Nil		Nil	
Female	6	6	100	6	100	6	100				
Total	2,344	2,344	100	2,344	100	6	100				

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	2024-25	2023-24
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.25	0.20

2. Details of retirement benefits, for current and previous financial year.

Benefits	2024-25			2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	16.82	82.37	Yes	19.70	89.04	Yes
NPS	1.50	Nil	Yes	2.15	Nil	Yes

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3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Yes

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

Yes. the Company is firmly committed to providing equal opportunities for all individuals. We are dedicated to ensuring that all job applicants and employees are treated fairly and without discrimination, regardless of gender, marital status, disability, race, color, religion, age, sexual orientation, nationality, or ethnic/national origin. The policy is available internally within the Company.

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

Nil

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	Yes The Company follows a structured three-stage Grievance Redressal mechanism, with a designated forum available at each stage to address concerns appropriately. For grievances related to sexual harassment, individuals may approach the Internal Complaints Committee. Additionally, the Company's Whistle Blower Policy provides a safe and confidential channel for reporting any illegal or unethical practices by writing to the dedicated email address.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

7. Membership of employees and workers in association(s) or Unions recognised by the Company:

No unions existing.

8. Details of training given to employees and workers:

Category	2024-25					2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,036	642	61.97	202	19.50	771	347	45.01	334	43.32
Female	28	15	53.57	0	0.00	21	1	4.76	1	4.76
Total	1,064	657	61.75	202	18.98	792	348	43.94	335	42.30
Workers										
Male	951	907	95.37	455	47.84	710	328	46.20	261	36.76
Female	-	-	-	-	-	-	-	-	-	-
Total	951	907	95.37	455	47.84	710	328	46.20	261	36.76

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

Category	2024-25			2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,036	753	72.68	771	613	79.51
Female	28	21	75.00	21	16	76.19
Total	1,064	774	72.74	792	629	79.42



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Category	2024-25			2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers						
Male	951	830	87.28	710	624	87.89
Female	-	-	-	-	-	-
Total	951	830	87.28	710	624	87.89

10. Health and Safety Management System:

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

The Company has established a comprehensive Workplace Health and Safety Management System designed to ensure a safe and compliant working environment. This system encompasses a wide range of safety components, including Environmental Health and Safety (EHS) plans and policies, work authorisation procedures, environmental monitoring, risk assessments, safety guidelines, detailed work instructions, on-site occupational health centre, firefighting equipment, and annual medical examinations. It also ensures compliance with legal standards, incorporates hazard identification protocols, safe work practices, preventive maintenance schedules, incident reporting systems, SOP management, provision of personal protective equipment (PPE), and regular safety committee meetings. During the year, the Company obtained ISO 45001:2018 certification for all its facilities located in Telangana, with the exception of the Macharam facility, which became part of the Company pursuant to the scheme of amalgamation.

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

The Company conducts planned safety drills to check how well its safety systems function and discover potential workplace risks that may develop during operations. The Company regularly communicates with on-site staff members to receive feedback and examine any safety hazards they have met or anticipate. The Company employs multiple systematic approaches to identify and evaluate workplace hazards and risks including:

- Hazard Identification and Risk Assessment (HIRA)
- Failure Modes and Effects Analysis (FMEA)
- Internal and External Audits
- Why-Why Analysis
- Work Permit System and
- A Near Miss Reporting System
- Work zone monitoring, noise assessment, and preventive maintenance are carried out to ensure workplace safety.

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

Yes.

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

Yes.

11. Details of safety related incidents.

Safety Incident /Number	Category	2024-25	2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Business Responsibility & Sustainability Report (Contd.)

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

The Company is committed to maintaining the highest standards of occupational health and safety. Our proactive approach to risk assessment, safety audits, and incident management ensures continuous improvement of our processes and the well-being of our employees. Following are some of the steps taken to ensure a safe and healthy workplace:

- To provide a safe and healthy workplace, all applicable statutory requirements are followed and monitored at all times.
- All employees and workers get training on a range of topics pertaining to health and safety, including a health and safety induction programmes for workers, job-specific training on the use of PPES, training on identifying and understanding all work-related hazards and risks, and so on.
- Periodic medical check-ups and health awareness sessions are conducted to maintain a healthy workforce.
- There is a planned emergency response strategy, which involves recognising potential risks and taking apt measures to mitigate them.
- The Company has established a number of safety procedures and equipment to maintain a healthy and safe working environment, including:
 - Installing safety sensors and light curtains
 - Setting up safety fencing around all revolving machines
 - Installing emergency alarms, fire hydrant, sprinkler and smoke detector systems
 - Regular ambient air monitoring to maintain a safe workspace
 - Providing appropriate personal protective equipment (PPE) for job requirements
 - Proper collection and disposal of hazardous waste through authorized recyclers
 - Availability of safety showers

These measures collectively contribute to maintaining a secure and protected working environment.

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

	2024-25			2023-24		
	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	Nil			Nil		
Health & Safety						

14. Assessment for the year:

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

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

There are no such instances of safety-related incidents / risks / concerns arising from assessments of health & safety practices and working conditions.



Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 4: BUSINESS 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 Company.

The stakeholders are identified based on the significance of their impact on the business and value creation. The Company focuses on developing trust-based relationships and understanding the priorities of its stakeholders to foster shared value.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Email, Phone calls, SMS, Meetings, Notice Board, Training Programmes, festival and foundation day celebration, Intranet	Regular	Day to day activities/ Conduct of Business. Trainings, addressing concerns, innovation, operational efficiencies, health, safety and recreational activities.
Investors and Shareholders	No	Email, Website, Quarterly publication of results, Newspaper advertisements, Analysts/Investor Calls, Annual General Meetings, Stock Exchange intimations	Annually/Half yearly/ Quarterly/Event basis	Compliance, Governance Practices Update on business, financial, and operational results. Keeping communication channels open with shareholders and investor community helps to connect them with the Company.
Communities	Yes	Physical Meetings/Reviews/ Assessments	Event Based	CSR Programmes and other initiatives. Community involvement through Corporate Social Responsibility initiatives, responding to the needs and concerns of surrounding communities.
Customers and Value Chain Partners	No	Email, Meetings, Survey, Phone calls, Websites	Regular	Business / Project Related Product quality and availability, timely delivery and payments, ESG consideration. responsiveness to customer needs, customer satisfaction, customer surveys and feedback mechanisms.
Government and Regulatory Bodies	No	Filings and submissions, Engagement during visits to our facilities, Email and website	Event Based	Compliance with applicable laws and regulations Transparency, Disclosure, Compliance, Constructive engagement

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 5: BUSINESS 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 Company:

Category	2024-25			2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	1,064	296	27.82	792	348	43.94
Other than Permanent	Nil	NA	NA	Nil	NA	NA
Total Employees	1,064	296	27.82	792	348	43.94
Workers						
Permanent	951	376	39.54	710	328	46.20
Other than Permanent	2,344	776	33.11	2,147	966	44.99
Total Workers	3,295	1,152	34.96	2,857	1,294	45.29

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

Category	2024-25					2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,036	Nil	Nil	1,036	100	771	Nil	Nil	771	100
Female	28	Nil	Nil	28	100	21	Nil	Nil	21	100
Other than Permanent										
Male	Nil					Nil				
Female										
Workers										
Permanent										
Male	951	Nil	Nil	951	100	710	Nil	Nil	710	100
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Other than Permanent										
Male	2,338	Nil	Nil	2,338	100	2,141	Nil	Nil	2,141	100
Female	6	Nil	Nil	6	100	6	Nil	Nil	6	100

3. Details of remuneration/salary/wages:

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹ in lakhs)	Number	Median remuneration / salary / wages of respective category (₹ in lakhs)
Board of Directors (BoD) ¹	2	331.77	Nil	NA
Key Managerial Personnel	1	96.00	1	72.00
Employees other than BoD and KMP	1033	4.32	27	4.45
Workers	951	2.94	Nil	NA

Note 1: Median remuneration is calculated only for Executive Directors; Independent Directors receive sitting fees which is not included above.



Business Responsibility & Sustainability Report (Contd.)

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

	2024-25	2023-24
Gross wages paid to females as % of total wages	2.47	2.72

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

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

Any grievances concerning violations of human rights should be reported through the Grievance Policy Mechanism implemented by the Company. We ensure that all grievances received are thoroughly investigated, and appropriate actions are taken to resolve the issue or complaint. In cases where necessary, disciplinary actions are initiated as deemed fit.

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

	2024-25			2023-24		
	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	Nil	Nil	Nil	Nil	Nil	Nil
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.

	2024-25	2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has implemented Whistle Blower Mechanism where any discrimination and harassment cases can be directly brought to the notice of the Audit Committee. The Company also ensures protection against discrimination for employees who make disclosures or raise concerns under Grievance Redressal Mechanism. The POSH policy ensures that the complainant, anyone assisting the complainant, and anyone investigating into the complaint are not subjected to any adverse consequences.

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

Yes

10. Assessment for the year

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other- 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.

No such significant risks / concerns were identified by the Company.

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 6: BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

Essential indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity.

Parameter	2024-25	2023-24
From renewable sources		
Total electricity consumption (A)(Giga joules)	4,911.00	5,297.29
Total fuel consumption (B) (Giga joules)	-	-
Energy consumption through other sources (C) (Giga joules)	-	-
Total energy consumed from renewable sources (A+B+C)	4,911.00	5,297.29
From non-renewable sources		
Total electricity consumption (D) (Giga joules)	1,23,174.54	44,214.40
Total fuel consumption (E) (Giga joules)	4,240.36	16,829.80
Energy consumption through other sources (Giga joules) (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,27,414.90	61,044.20
Total energy consumed (A+B+C+D+E+F)	1,32,325.90	66,341.49
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)(GJ/₹ in crores)	86.79	55.21
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	1,793.08	1,140.64
Energy intensity in terms of physical Output (GJ/Output in MT) (GJ/Crore US Dollar)	2.29	1.62
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

*Note: Comparative PPP index for the financial year 2023-24 has been corrected.

For the financial year 2024-25, the methodology for calculating fuel consumption has been revised to account solely for fuel used in the generation of energy.

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

Not Applicable

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

Parameter	2024-25	2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	27,632.35	16,142.37
(iii) Third party water	9,133.46	1,254.65
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	36,765.81	17,397.02
Total volume of water consumption (in kilolitres)	36,765.81	17,397.02
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	24.32	14.48
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	502.45	299.16
Water intensity in terms of physical Output (Consumption in KL/Output in MT)	0.64	0.43
Water intensity (optional) – the relevant metric may be selected by the Company	-	-

*Note: Comparative PPP index for the financial year 2023-24 has been corrected.



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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.

Parameter	2024-25	2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of Treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of Treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of Treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of Treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of Treatment	Nil	Nil
Total water discharged (in kiloliters)	Nil	Nil

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 Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Our manufacturing facilities have an effective zero liquid discharge mechanism. We have installed Sewage Treatment Plants (STPs) at both locations to treat sewage and canteen wastewater. The Kothur Plant has an STP capacity of 40 KLD, the Macharam Plant has an STP of 50 KLD and the Chhatrapati Sambhajanagar Plant has a capacity of 50 KLD.

The treated water from these plants is utilised for on-site gardening, promoting a sustainable approach to water management. Additionally, the sludge generated undergoes is carefully digested in a controlled wetland area in the STP. The dried sludge is used as fertiliser, reducing waste while promoting eco-friendly practices.

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

Parameter	Unit	2024-25	2023-24
NOx	Avg mg/Nm ³	1,498.57	945.68
SOx	Avg mg/Nm ³	1,085.97	637.24
Particulate matter (PM)	Avg mg/Nm ³	846.00	464.63
Persistent organic pollutants (POP)	Avg mg/Nm ³	Nil	Nil
Volatile organic compounds (VOC)	Avg mg/Nm ³	NA	NA
Hazardous air pollutants (HAP)	Avg mg/Nm ³	NA	NA
Others - please specify	-	NA	NA

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

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Unit	2024-25	2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	4,495.00	847.40
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	24,874.40	8,759.36
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ Equivalent/ ₹ In crore	19.43	8.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ Equivalent/ Crore US Dollar	401.43	183.46
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ Equivalent/ MT	0.51	0.24
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the Company		-	-

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.

Yes, Tirkha Consultants & Advisors LLP, Jaipur

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

The Company has installed 1MW solar plant at its Chhatrapati Sambhajanagar plant, resulting in reduction of greenhouse gas (GHG) emissions of over 1162 MT of CO₂ equivalent from electricity consumption. The Company has undertaken afforestation on 7 acres at its Chhatrapati Sambhajanagar plant and 1 acre at its Kothur Plant, this project entails plantation of about 21,500 trees at the Chhatrapati Sambhajanagar Facility and about 15,000 trees at the Kothur Facility, which will help enhance the overall air quality, mitigate GHG emissions, regulate temperature and create a better environment in its surroundings. The Company has started replacing conventional vehicles with electric vehicles, contributing to reducing GHG emissions

9. Provide details related to waste management by the Company.

Parameter	2024-25	2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	24.35	6.51
E-waste (B)	0.56	1.01
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	48.39
Battery waste (E)	0.44	8.79
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	11.33	5.32
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	60,867.75	31,252.22
Total (A+B+C+D+E+F+G+H)	60,904.43	31,322.24



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Parameter	2024-25	2023-24
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	39.95	26.07
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	825.35	598.16
Waste intensity in terms of physical output (Waste generated in MT/Output in MT)	1.05	0.77
Waste intensity (optional) – the relevant metric may be selected by the Company	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
Plastic Waste	24.35	6.51
E-waste	0.56	1.02
(ii) Re-used	60,868.19	31,261.00
(iii) Other recovery operations	-	-
Total	60,893.10	31,268.53
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	11.33	5.32
(ii) Landfilling	-	48.39
(iii) Other disposal operations	-	-
Total	11.33	53.71

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 establishment. 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.**

As part of our commitment to building a sustainable ecosystem, we actively implement the 3R principles- **Reduce, Reuse, and Recycle** - across our operations. At our manufacturing facilities, waste is categorised into hazardous and non-hazardous categories. Non-hazardous waste is further categorised as recyclable or non-recyclable. We manage waste in compliance with the OCP for Material Handling, with recyclable waste handled by state-authorised vendors who have been certified by the pollution control board. Battery recycling is facilitated by returning the batteries to the suppliers, whilst e-waste is processed by state authorised recyclers. This necessitates a constant emphasis on three essential areas: Minimising energy use, Recycling solid and liquid waste, Recovering reusable carbide, oils, and lubricants.

- 11. If the Company 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.**

The Company does not have any office or plants located around ecologically sensitive areas.

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

None

Business Responsibility & Sustainability Report (Contd.)

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

During the reporting period, there were no cases of non-compliance with applicable laws, regulations, guidelines in India. The Company is complying with all applicable environmental law/regulations/guidelines in India such as Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules made thereunder.

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
None				

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.**

Five

- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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	Chamber of Marathwada Industries & Agriculture (CMIA)	State
2	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
3	Engineering Export Promotion Council (EEPC)	National
4	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
5	Indo - German Chamber of Commerce (IGCC)	India and Germany

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

No cases of anticompetitive conduct reported. There is no action taken or underway against the Company.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.

Essential Indicators

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

Not Applicable

- 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company.**

Not Applicable

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

Communities can reach out to the Company through mail or written communication for any grievances. The complaints or grievances received from Community is redressed by the respective Departments.



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

	2024-25	2023-24
Directly sourced from MSMEs/small producers	4.01	3.25
Sourced directly from within the district and neighbouring districts.	92.14	95.19

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	2024-25	2023-24
Rural	Nil	Nil
Semi-urban	51.03	46.54
Urban	48.97	53.46
Metropolitan	Nil	Nil

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.

When we receive a customer complaint, we promptly register and acknowledge it. Our Quality Assurance team investigates the issue, prepares an interim response, and shares it with the Marketing team within 48 hours. We work closely with the customer to implement corrective actions and continuously monitor their effectiveness. Repairs or reworks are carried out as necessary, with the Quality team ensuring thorough inspections at every step. The respective departments take responsibility for following up on the recommended actions. We are fully committed to delivering zero-defect products and ensuring customer satisfaction through proactive and responsive quality management.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about environmental and social parameters relevant to the product, safe and responsible usage, recycling and/or safe disposal

The Company manufactures electrical steel laminations, sub-assemblies for motor & generator cores, die-cast rotors and machined casted & fabricated parts and shafts. The customer uses these parts to build their final product. Therefore, product information is not applicable at this stage.

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

	2024-25		Remarks	2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil			Nil		
Advertising						
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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the Company 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 an internally available policy on cyber security.

Business Responsibility & Sustainability Report (Contd.)

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 as there have been no reported incidents of such issues to date.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact	None
b. Percentage of data breaches involving personally identifiable information of customer	Not Applicable
c. Impact, if any, of the data breaches	Not Applicable