PENNAR INDUSTRIES

TÜVINDIA
Certified for ISO 9001, 14001, 45001
Management Systems

Date : 08.09.2025
Place: Hyderabad

BSE Limited PhirozeJeejeebhoy Towers, Dalal Street, Fort Mumbai - 400 001 Scrip code: 513228	The National Stock Exchange of India Limited BandraKurla Complex, Bandra East Mumbai - 400 051 Scrip Symbol: PENIND

Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2024-25, which forms an integral part of the Annual Report 2024-25 of the Company.

Kindly take the same on record.

Thanking You,

Yours faithfully,

for Pennar Industries Limited

Mirza Mohammed Ali Baig
Digitally signed by Mirza Mohammed Ali Baig
Date: 2025.09.08 11:46:44 +05'30'

Mirza Mohammed Ali Baig
Company Secretary & Compliance Officer
ACS29058

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2024-25

Sl.No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Company	L27109TG1975PLC001919
2	Name of the Company	PENNAR INDUSTRIES LIMITED
3	Year of Incorporation	1975
4	Registered Office Address	2-91/14/8/PIL/10 & 11, 7th Floor, Whitefields, Kondapur, Serilingampally, Hyderabad, K.V.Rangareddy - 500084
5	Corporate Address	2-91/14/8/PIL/10 & 11, 7th Floor, Whitefields, Kondapur, Serilingampally, Hyderabad, K.V.Rangareddy - 500084
6	Email Address	corporatecommunications@pennarindia.com
7	Telephone	+91 40 41923108
8	Website	https://www.pennarindia.com/index.php
9	Financial Year Reported	1st April, 2024 to 31st March, 2025
10	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited, BSE Limited
11	Paid-up Capital	INR 67,47,31,155
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Mirza Mohammed Ali Baig Telephone: +91 40 41923108 e-Mail ID: mirza.baig@pennarindia.com
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).	Standalone basis
14	Whether the company has undertaken assessment or assurance of the BRSR Core?	No
15	Name of assurance provider	NA
16	Type of assurance obtained	NA

SECTION A

II. Product & 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	Diversified Engineering	Railways-Wagons, Steel, Solar Module Mounting solutions, Industrial Boilers & Heaters, Chemicals & Fuel Additives, solar panels, precission tubes, BIW, hydraulics and auto components.	53.35%
2	Custom designed building solutions & auxiliaries	Pre-engineered Buildings, construction equipments and Engineering Services	46.65%

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Diversified Engineering	24105	53.35%
2	Custom designed building solutions & auxiliaries	28112	46.65%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	13	42	55
International	2	5	7

19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No of States)	4
International (No of Countries)	3

IV. Employees

20 a. Employees and workers(including differently abled):

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
			Employees			
1	Permanent (D)	2078	1905	92%	173	8%
2	Other than Permanent (E)	161	149	93%	12	7%
3	Total Employees (D+E)	2239	2054	92%	185	8%
			Workers			
4	Permanent (F)	747	701	94%	46	6%
5	Other than Permanent (G)	2816	2525	90%	291	10%
6	Total (F+G)	3563	3226	91%	337	9%

20 b. Differently Abled Employees & Workers

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently Abled Employees					
1	Permanent (D)	2	2	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Employees (D+E)	2	2	100%	-	100%
	Differently Abled Workers					
4	Permanent (F)	2	2	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total (F+G)	2	2	100%	0	0%

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	2	0	0%

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 25 (Turnover Rate in current FY)			FY 24 (Turnover Rate in previous FY)			FY 23 (Turnover Rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.47%	1.80%	27.27%	18.00%	1.00%	19.00%	33.94%	3.49%	37.43%
Permanent Workers	3.61%	0%	3.61%	2.00%	0.00%	2.00%	5.62%	0.26%	5.88%

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

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

S No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Include whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Pennar Global Inc, USA (PGI)	Wholly Owned Subsidiary	100	NO
2	Pennar GmbH, Germany (Pennar GmbH)	Wholly Owned Subsidiary	100	
3	Enertech Pennar Defense and Engineering Systems Private Limited, India	Subsidiary	51	
4	Pennar Metals Private Limited	Wholly Owned Subsidiary	100	
5	Pennar FZCO	Wholly Owned Subsidiary	100%	
6	ZAP91 Solar India Private Limited	Joint Venture	45%	

VI. CSR Details

25	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii)	Turnover (in Rs.)	25781700000.00
	(iii)	Net worth (in Rs.)	8774931155.00

VII. Transparency and disclosures compliances

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place. Yes/No	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	If yes(then provide web link for greivance redress policy)	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	0	0	-	0	0	-
Investors (Other than Shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	81	0	-	83	0	-
Employees & Workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	0	0	0	-
Value Chain Partners	Yes	0	0	0	0	0	-
Other (Please specify)	*The Company maintains a stringent policy for the prevention of sexual harassment, adhering to the stipulations of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). In addition to this, The Company organises various meetings including Communication Meetings, Daily Shift Assembly Meetings, POSH Meetings, Monthly Communication Meetings, and Union Meetings on a regular basis. The Company also ensures that any grievances are addressed promptly through the respective manager or HR, with the provision for direct discussions with the HR head when necessary.						

26. Overview of the entity's material responsible business conduct issues

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

SL No	Material Issue Identified	Indicate whether Risk / Opportunity (R/O)	Rational for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity (Indicate positive or negative implications)
1	Climate Change Action	Risk and Opportunity	Climate change poses a substantial risk to The Company, with impacts evident in the short, medium, and long term. The physical threats to the industry are significant, including extreme weather events and water scarcity. Implementing responsible business practices is essential for securing long-term benefits. As the global economy shifts towards low-carbon alternatives, The Company may encounter regulatory and market challenges, such as evolving consumer preferences, rising product costs, and new government policies and regulations.	The Company is dedicated to combating climate change through effective measures. To reduce its carbon footprint, the Company invests in innovative technologies, utilises renewable energy sources, and enhances manufacturing processes. The Company has expanded its renewable energy footprint with additional installations.	Negative
2	Water	Risk	The Company Recognises the scarcity of fresh water and holds a responsibility to ensure its availability and conservation for the benefit of social and ecological systems.	The Company treats wastewater and reuses it in manufacturing processes. Additionally, it is considering introducing methods to minimise water usage and reduce overall water consumption.	Negative

SL No	Material Issue Identified	Indicate whether Risk / Opportunity (R/O)	Rational for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity (Indicate positive or negative implications)
3	Waste Management	Risk and Opportunity	Waste management poses both risks and opportunities for companies. The primary risks include potential environmental damage, regulatory noncompliance, and reputational harm if waste is not managed properly. Inefficient waste management can lead to increased operational costs and potential legal liabilities. However, effective waste management also presents significant opportunities. Companies can reduce costs through resource efficiency and recycling initiatives, potentially creating new revenue streams from waste by-products. Implementing innovative waste reduction strategies can enhance a company's sustainability profile, attracting environmentally conscious customers and investors.	The Company's approach to waste management at Pennar Industries Ltd embodies the principles of a circular economy: Reduce, Reuse, and Recycle. It adheres to a zero-defect standard in manufactured products to minimise waste generation and maximise reuse and recycling postmanufacturing. Waste at all units is segregated into hazardous and non-hazardous categories and disposed of appropriately, adhering to the applicable safety norms and regulations for each type of waste. Going forward, the Company is committed to reducing landfill waste from Pennar Industries Ltd operations.	Negative
4	Product Stewardship	Opportunity	By taking responsibility for the environmental and social impacts of their products throughout their lifecycle, companies can differentiate themselves in the market and appeal to increasingly conscious consumers. This approach can lead to innovative product designs that are more sustainable, efficient, and aligned with circular economy principles. Such innovations can result in cost savings, reduced environmental impact, and improved brand loyalty.	-	Positive

SECTION B

Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.pennarindia.com/corporate-governance.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The list of certifications holds by Pennar Industries Ltd. ISO 9001:2015 QMS - Steel, Railways, ECD, Tubes, BIW Bus ISO 14001:2015 EMS - Steel, Railways, ECD, Tubes, BIW Bus ISO 45001:2018 OHSMS - Steel, Railways, ECD, Tubes, BIW Bus ISO 3834-2:2021 WQMS - Railway BU IATF 16949:2016 AQMS - ECD & BIW Bus IATF 16949:2016 AQMS - Tubes BU EN15085-2:2020 RWQMS - PTC Plant - Railway BU EN15085-2:2020 RWQMS - CHN Plant - Railway BU AS9100:2016 ASQMS - Railway BU ISO 22163:2023 RBMS (IRIS) - Railway BU (Note: Recertification done...waiting for renewed certificate) ISO 27001:2013 ISMS - Tech Pennar BU								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		100% suppliers to be assessed on supplier code of conduct by 2030	Encourage employees to participate in 10K Challenge by 2025 Improve employee volunteering by 5% Year on Year To achieve 100% increase in training & development to all employees from the baseline by 2025 Sustain 100% operations of Pennar compliance towards OHSAS certification (Either ISO 18001 / 45001) and ensuring "Zero Incident work culture"	NIL	Zero noncompliance to human rights principles and policies	NIL	NIL	Achieve 10% gender balance by 2027 Implement high impact CSR programs at grass roots in the areas of Education, Health and Community Development	Achieve & sustain 85% + customer satisfaction rate by 2030
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		The Company is in the process of formulating its Supplier Code of Conduct	NIL	NIL	NIL				
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Kindly refer to the Managing Director's statement in Annual Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Din No : 01307343 Name: Mr. Aditya Rao Designation: Vice - Chairman and Managing Director Telephone No:040-43904952 Email Id: corporatecommunications@pennarindia.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.	As mentioned above								

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)								
	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	Internal Committee									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No. The Company has in place an internal task force which evaluates the working of this policy								

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

Questions	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
The entity does not consider the Principles material to its business (Yes/No)	Pennar Industries has policies covering BRSR principles								
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 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	The Board is updated on ESG/BRSR development at regular intervals		
Key Managerial Personnel	**2**	**2**	**95%**
Employees other than BoD and KMPs	**465**	**56**	**57%**
Workers	**560**	**65**	**80%**

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

A. Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/judicial institutions	Amount (in Rs)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

B. Non-Monetary

Particulars	NGRBC Principle	Name of the regulatory /Enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory /enforcesment agencies/judicial institutions
NIL	NIL
NIL	NIL

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

The Company's governance policies are firmly rooted in the principles of ethics, transparency, and timely disclosure. These policies are not merely guidelines, but a shared value that permeates every level of the organisation, from the Board of Directors to Senior Management and all other employees.

The Company encourages all stakeholders to align their actions with its core values and beliefs. This alignment is not only expected but also perceived by all involved. The Code of Conduct, applicable to Directors and Senior Management personnel, encapsulates this ethos. It underscores the importance of acting in the Company's legitimate interest and recognising the Company's responsibility towards its stakeholders as a cornerstone of its long-term success.

In its dealings with vendors and contractors, the Company is committed to engaging with those who uphold and adhere to ethical standards. The Company's stakeholders are regularly informed about these values through various engagement channels. This approach ensures that the Company's commitment to ethical conduct is not just an internal policy, but a value that is communicated and understood by all relevant parties.

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

	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 25 (Current Financial Year)		FY 24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	0

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 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Number of days of account payables	156	135

9. Open-ness of business

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

Parameter	Metrics	FY 25 (Current Financial Year)	FY 24 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total pruchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NA	NA
Share of RPTS in	a. Purchases (Purchases with related parties/ Total purchases)	0.86%	0.91%
	b. Sales (Sales to related parties/Total Sales)	2.64%	3.27%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)		
	d. Investments (Investments in related parties/ Total investments made)	98%	23%

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	% of value chain partners covered under the awareness programmes
-	-	-
-	-	-
-	-	-

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.**

Category	FY25 Current Financial Year	FY24 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

Leadership Indicators

Life Cycle Assessment

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

NIC Code	Name of Product / Service	% of total turnover contributed	The boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by an independent external agency	Results communicated in public domain (Yes/ No) If yes, provide the web-link
Pennar Industries Ltd manufactures products based on OEM specifications, the Company is in the process of shortlisting few products aligning business demands. Pennar Industries Ltd intends to evaluate the life cycle impact of those products in the near future.					

2. **If there are any significant social or environmental concerns and/or risks arising from the 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 the product /Service	Description of the risk/concern	Action Taken
Pennar Industries Ltd plans to evaluate the life cycle impact of its products in the future. Therefore, this is currently not applicable.		

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	
	FY25 Current Financial Year	FY24 Previous Financial Year
	NA	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:**

Category	FY25 Current Financial Year	FY24 Previous Financial Year
	Re-used	Re-Cycles
Plastics (including packaging)	Reclamation of product is not applicable due to the nature of business.	
E-waste		
Hazardous waste		
Other waste		

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

ESSENTIAL INDICATORS:

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

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Employees											
Male	1905	1905	100%	1905	100%	0	0%	0	0%	0	0%
Female	173	173	100%	173	100%	3	1.73%	0	0%	0	0%
Total	2078	2078	100%	2078	100%	3	2%	0	0%	0	0%
Other than permanent employees											
Male	149	149	100%	149	100%	0	0%	0	0%		0%
Female	12	12	100%	12	100%	0	0%	0	0%		0%
Total	161	161	100%	161	100%	0	0%	0	0%		0%

1 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)
Permanent workers											
Male	701	701	100%	701	100%	0	0%	0	0%	0	0%
Female	46	46	100%	46	100%	0	0%	0	0%	0	0%
Total	747	747	100%	747	100%	0	0%	0	0%	0	0%
Other than permanent workers											
Male	2525	2525	100%	2525	100%	0	0%	0	0%	0	0%
Female	291	291	100%	291	100%	0	0%	0	0%	0	0%
Total	2816	2816	100%	2816	100%	0	0%	0	0%	0	0%

1 C. Spending of measures towrads well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.00100%	0.00090%

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

Benefits	FY 25 Current Financial Year	FY 25 Current Financial Year	FY 25 Current Financial Year	FY 24 Previous Financial Year	FY24 Previous Financial Year	FY24 Previous Financial Year
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	98.75%	100%	0	98%	100%	Y
Gratuity	98.75%	100%	0	98%	100%	Y
ESI	22.91%	11%	0	16%	13%	Y
Others – specify	-	-	-	-	-	-

3. **Accessibility of workplaces**

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

Yes

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

Yes.

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	NA	NA
Female	3	100%	0	0
Total	3	100%	0	0

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, Workers can submit their grievances to Welfare Officer.
Other than Permanent Workers	Yes, Workers can submit their grievances to Welfare Officer.
Permanent Employees	Yes, SLA based Help Desk on HRMS system is in places to receive grievances from employees.
Other than permanent Employees	Yes, Workers can submit their grievances to Welfare Officer.

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

Category	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
Total Permanent Employees						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total Permanent Workers	747	723	96.79%	782	742	95%
Male	701	677	96.58%	736	696	95%
Female	46	46	100.00%	46	46	100%

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

Category	FY 25 Current Financial Year					FY 24 Previous Financial Year				
	Total (A)	On health and safety Measures		On skill upgradation		Total (D)	On health and safety Measures		On skill upgradation	
		NO. B	% (B/A)	No.C	% (C/A)		No. (E)	% (E/D)	No.(F)	%(F/D)
Employees										
Male	1905	1657	87%	0	NA	1746	1476	84.54%	0	NA
Female	173	109	63%	0	NA	151	89	58.94%	0	NA
Total	2078	1766	85%	0	NA	1897	1565	82.50%	0	NA
Workers										
Male	701	677	97%	0	NA	736	736	100.00%	0	NA
Female	46	46	100%	0	NA	46	46	100.00%	0	NA
Total	747	723	97%	0	NA	782	782	100.00%	0	NA

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

Category	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
Employees						
Male	1905	1652	87%	1746	1180	67.58%
Female	173	149	86%	151	96	63.58%
Total	2078	1801	87%	1897	1276	67.26%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes

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

Yes

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

Yes

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

yes

11. Details of safety related incidents

Safety Incident / Number	Category	FY 25 Current Financial Year	FY 24 Previous Fiancial Year
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	0.61	0.65
	Workers	2.01	2.04
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

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

The Company ensures compliance with all safety-related statutory norms. Safety training is provided to employees and workers immediately upon joining. Department-wise Standard Operating Procedures (SOPs) are in place. All manufacturing locations are certified under ISO 45001 (Occupational Health and Safety System). The comprehensive Environment, Occupational Health and Safety Management System (EOHS) ensures workplace safety for the workforce.

13. Number of complaints made by employees and workers

	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	14	0	0	16	0	0
Health & Safety	2	0	0	2	0	0

14. Assessments for the year

	% of plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	90%
Working Conditions	100%

Leadership Indicators:

3. 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:

Category	Total Number 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	
	FY 25 Current Financial Year	FY 25 Current Financial Year	FY 24 Previous Financial Year	FY 24 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

5. Details of Assessment of value chain partners

Particulars	% of value chain partners (by the value of business done with such partners) that were assessed
Health & and safety practices	NA
Working conditions	NA

Principle 4. Businesses should respect the interests of and be responsive to all its stakeholders.

ESSENTIAL INDICATORS:

1. **Describe the process for identification of key stakeholder groups of the entity.**

Pennar Industries Limited has implemented systems to promote transparent and positive stakeholder relationships. These methods enhance the company's comprehension of pertinent issues and ascertain the stakeholders' importance in the business landscape, promoting substantial engagement. Stakeholder engagement enables Pennar Industries Limited to deliver sustainable services and customise strategies for value optimisation. The company actively involves stakeholders in decision-making processes and advancements in products and processes, promoting a mutually advantageous environment. Pennar Industries Limited gives precedence to stakeholder concerns in its decision-making processes. The company's stakeholder engagement strategy facilitates interaction with stakeholders and addresses their primary concerns. The subsequent table delineates stakeholder groups that interact directly or indirectly with the company, detailing their modes of involvement and primary concerns.

2. **Key stakeholder groups**

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
Consumers	No	One on One meetings, Exhibitions	Regular Interval	1. Product and delivery timelines, 2. Customer data protection and privacy, 3. Product efficacy, 4. Quality, 5. Sustainable supplies and 6. Safety
Investors	No	Investor calls/presentations, Press releases, publications, Statutory reports, Annual General Meeting and Stock Exchange announcements	Regular Interval	1. Financial performance 2. Business updates 3. Sustainability performance
Regulators	No	Engagement on a need basis, Participation in forums	Regular Interval	1. Sustainable practices, 2. Compliance and 3. Inclusive growth
Employees	No	Formal induction at the time of joining, Technical and nontechnical training programs, Town hall meetings, Operations review meetings, Intranet portal, Grievance redressal mechanism, Programs and competitions for employees and their families and Mailers on Safety, Health especially	Regular Interval	1. Workplace safety, 2. employee welfare, 3. Professional growth, 4. Employee benefits and other facilities, 5. Diversity at the workplace, 6. Leadership connect sessions, 7. Equal opportunities, 8. Wages and benefits and, 9. Work-lifebalance
Business partners / suppliers and service providers	No	Contract agreements, Seminars and Industrial Meets	Regular Interval	1. Payment processing cycles 2. Business ethics and transparency and 3. Sustainability performance

Principle 5. Businesses should respect and promote human rights

Essential Indicators

1. Training on human rights issues and policies

Category	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
Employees						
Permanent	2078	2078	100%	1897	1897	100%
Other than Permanent	161	161	100%	39	39	100%
Total Employees	2239	2239	100%	1936	1936	100%
Workers						
Permanent	747	747	100%	782	782	100%
Other than permanent	2816	2816	100%	2815	2815	100%
Total Workers	3563	3563	100%	3597	3597	100%

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

Category	FY 25 Current Financial Year					FY 24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**2078**	**NA**	**NA**	**2078**	**100%**	**1897**	**0**	**NA**	**1897**	**100%**
Male	**1905**	**NA**	**NA**	**1905**	**100%**	**1746**	**0**	**NA**	**1746**	**100%**
Female	**173**	**NA**	**NA**	**173**	**100%**	**151**	**0**	**NA**	**151**	**100%**
Other than Permanent	**161**	**NA**	**NA**	**161**	**100%**	**782**	**0**	**NA**	**782**	**100%**
Male	**149**	**NA**	**NA**	**149**	**100%**	**736**	**0**	**NA**	**736**	**100%**
Female	**12**	**NA**	**NA**	**12**	**100%**	**46**	**0**	**NA**	**46**	**100%**
Workers										
Permanent	**747**	**0**	**NA**	**747**	**100%**	**782**	**0**	**NA**	**782**	**100%**
Male	**701**	**0**	**NA**	**701**	**100%**	**736**	**0**	**NA**	**736**	**100%**
Female	**46**	**0**	**NA**	**46**	**100%**	**46**	**0**	**NA**	**46**	**100%**
Other than Permanent	**2816**	**2816**	**100%**			**2815**	**2815**	**100%**	**2815**	**100%**
Male	**2525**	**2525**	**100%**			**2449**	**2449**	**100%**	**2449**	**100%**
Female	**291**	**291**	**100%**			**366**	**366**	**100%**	**366**	**100%**

3. Details of remuneration/ salary/ wages (including differently abled)

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors	**7**	**29 LPA**	**1**	**29 LPA**
Key Managerial Personal	**-**	**-**		
Employees other than BoD and KMP	**1909**	**5 LPA**	**174**	**4 LPA**
Workers	**681**	**5.27 LPA**	**46**	**4.86 LPA**

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

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Gross wages paid to females as % of total wages	4.97%	4.91%

5. 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)

No

6. Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.

Category	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human right related issues	0	0	0	0	0	0

7. Complaints failed under Sexual Harrasment of Women at workplace (prevention, prohibition and Redressal) Act,2013, in the following format:

	FY 25 Current Financial Year	FY 24 Previous Financial Year
Total Complaints reported under Sexual Harrasment of Women at workplace (prevention, prohibition and Redressal) Act,2013(POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH Upheld	0	0

10. Assessments of the year

Category	% of plants and offices that were assesses by the entity or by the statutory authorities or third parties
Child Labour	0
Forced/Involuntary Labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

Leadership Indicators:

4. Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced labour/Involuntary Labour wages	0
Others – please specify	0

Principle 6. Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	17887.00	35354.00
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable resources (A+B+C)	17887.00	35354.00
From non-renewable resources		
Total electricity consumption (D)	99077.00	139184.00
Total fuel consumption (E)	1490.63	7,555
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable resources (D+E+F)	100567.63	1,46,738.99
Total energy consumed (A+B+C+D+E+F)	118454.63	182093.00
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		7.41
(Total energy consumption/ turnover in rupees)		
Energy intensity per rupee of turnover adjusted for Purchasing power parity(PPP)		169.54
(Total energy consumed/ Revenue from operations adjusted for PPE)		
Energy Intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

If yes, name of the external agency.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? No

   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.

3. Details of the following disclosures related to water

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	55531	60418
ii)Ground water	414	5112
(iii) Third party water	45882	40628
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	101827	106158
Total volume of water consumption (in kilolitres)	101413	106158
Water intensity per rupee of turnover (Water consumed / revenue from operations)		
Water intensity per rupee of turnover adjusted for Purchasing power parity(PPP)	8.65	
(Total water consumption / Revenue from operations adjusted for PPE)		
Water Intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity		

4. Please provide the following details related to water discharge:

Parameter	**FY 25 Current Financial Year**	**FY 24 Previous Financial Year**
Water discharge by destination and level of treatment(in kilolitres)		
(i) To Surface Water	N/A	
-No Treatment		
-With Treatment - please specify level of treatment		
(ii) To Groundwater		
-No Treatment		
With Treatment - please specify level of Treatment		
(iii) To Sea Water		
-No Treatment		
-With Treatment - please specify level of treatment		
(iv) Sent to third parties		
-No Treatment		
-With Treatment - please specify level of treatment		
(v) Others		
-No Treatment		
-With Treatment - please specify level of treatment		
Total water discharged (in Kilolitres)		

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

The Company operates a Zero Liquid Discharge (ZLD) plant, which processes two types of effluents: Low TDS Rinse water and spent acid. The Low TDS Rinse water is neutralised to a pH of 9 using a Caustic lye solution, then passed through a filter press to separate suspended solids. These solids, primarily Iron sludge, are sent to co-processing units such as cement factories. The water is then processed through a Reverse Osmosis (RO) system. The purified water is reused in the process, while the reject water is directed to a Multiple Effect Evaporator (MEE) feed tank. The spent acid effluent is neutralised with a Lime powder solution to a pH of 9 and passed through a filter press to separate suspended solids. The high TDS water is treated in the MEE system. The MEE condensate water is treated through RO and further used in the process. The reject water is passed through an Agitated Thin Film Dryer (ATFD) system to separate solids. These solids are disposed of through a TSDF Telangana Government certified industry, Re-Sustainability Ltd.

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

Parameter	**Please specify unit**	**FY 25 Current Financial Year**	**FY 24 Previous Financial Year**
NOx	(ɰg /m3)	49	28
Sox	(ɰg /m3)	121	12
Particulate Mater	(ɰg /m3)	66	76
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

7. **Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity**

Parameter	Unit	FY 25 Current Financial Year	FY 24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	**Metric tonnes of CO2 equivalent**	**The company is in the process of calculating the scope 1,scope 2 GHC emissions.**	
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions /Revenue from operations)			
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)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	**NA**	**NA**
E-waste (B)	**0.16**	**0.09**
Bio-medical waste (C)	**0.23**	**0.25**
Construction and demolition waste (D)	**NA**	**NA**
Battery waste (E)	**42 NO'S**	**32 NO'S**
Radioactive waste (F)	**NA**	**NA**
Other Hazardous waste (G)	**1480**	**1395**
Other Non-hazardous waste generated (H) (Break-up by composition i.e by materials relevant to the sector	**184**	**269**
Total (A+B+C+D+E+F+Gg+H)	**1664.39**	**1664.34**
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.0000000645 MT	0.0000000645 MT
Waste intensity per rupee of turnover adjusted for Purchasing power parity(PPP) (Total waste generated /Revenue from operations adjusted for PPP)	0.00000148 MT	0.00000148 MT
Waste intensity in terms of phsyical output		
Waste intensity(optional) - the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i.Re-cycled	1480	1395.41
ii.Re-used	NA	NA
iii.Other recovery operations	NA	NA
Total	1480	1395.41
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
i.Incineration	0	0
ii.Landfilling	184	269.02
iii.Other disposal operations	0	0
Total	184	269.02

11. **If the entity has operations/offices if any 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,**

S.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.
1	Not Applicable		
2			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
1	Not Applicable				
2					
3					

13. **Compliance 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, details of all such non-compliances, in the following format

SL No	Sepcify 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
Yes, the Company comply with all applicable environmental laws/regulations				

Leadership Indicators:

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

Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	The Company operates a Zero Liquid Discharge (ZLD) plant, which processes two types of effluents: Low TDS Rinse water and spent acid. The Low TDS Rinse water is neutralised to a pH of 9 using a Caustic lye solution, then passed through a filter press to separate suspended solids. These solids, primarily Iron sludge, are sent to co-processing units such as cement factories. The water is then processed through a Reverse Osmosis (RO) system. The purified water is reused in the process, while the reject water is directed to a Multiple Effect Evaporator (MEE) feed tank. The spent acid effluent is neutralised with a Lime powder solution to a pH of 9 and passed through a filter press to separate suspended solids. The high TDS water is treated in the MEE system. The MEE condensate water is treated through RO and further used in the process. The reject water is passed through an Agitated Thin Film Dryer (ATFD) system to separate solids. These solids are disposed of through a TSDF Telangana Government certified industry, Re-Sustainability Ltd. And Sewage water inhouse treated and product water used in in house Gardening purpose.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Parameter	Unit	FY 25 Current Financial Year	FY 24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*Metric tonnes of CO2 equivalent*	Not Applicable	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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, details of the same as well as outcome of such initiatives.

Sl No.	Initiative undertaken	Details of the initiative (Web-link, if any, along-with summary)	Outcome of the initiative
1	-	-	-

PENNAR INDUSTRIES

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. 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

SL No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Federation of Indian Chamber of Commerce and Industry	National
3		
5		

2. Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities.

Name of authority	Brief of the case	Corrective actions taken
During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct		

Leadership Indicators:

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

SL 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	Weblink if available
1	Over the course of this year, Pennar Industries Ltd has not advocated for any particular public policies.				

Principle 8. Businesses should promote inclusive growth and equitable development

Essential Indicators:

1. **Details of social impact assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink
During FY 25, the Company has not undertaken any projects that require Social Impact Assessments (SIA).					

2. **Information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity**

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY (INR)
The Company is dedicated to the development of communities surrounding its sites and to the resolution of their grievances and concerns. Regular engagement with these communities is undertaken to comprehend their concerns. Any specific grievance is appropriately documented, investigated, and addressed.						

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

Particulars	FY 25 Current Financial Year	FY 24 Previous Financial Year
Directly sourced from MSMEs/small producers	NA	NA
Sourced directly from within the district and neighbouring districts	NA	NA

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 location, as a % of total wage cost**

Location	FY 25 Current Financial Year	FY 24 Previous Financial Year
Rural	0	0
Semi-Urban	26,90,05,253	20,97,43,188
Urban	47,68,50,550	41,65,65,539
Metropolitan	91,62,67,537	77,63,76,675

Leadership Indicators:

1. **Please 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
NA	NA
NA	NA

2. **Please provide following information on CSR projects undertaken by the entity in designated aspirational districts as identified by government bodies**

SL No.	State	Aspirational District	Amount Spent (In Rs)
1	Telangana	Promoting of Education ,Health Care and sports	71 lakhs

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

Sl No.	Intellectual property based on traditional knowledge	Owned /acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA

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 the authority	Brief of the case	Corrective action taken
NA	NA	NA
NA	NA	NA

6. **Details of the beneficiaries of CSR projects**

Sl NO.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
NA	NA		

Principle 9. Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators:

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

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	The customer complaints are monitored and resolved by Pennar Industries Ltd.'s Quality team with each of its business divisions in order to facilitate faster resolution. The Company also keeps track of customer satisfaction with respect to quality on a regular basis.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following

Particulars	FY 25 Current Financial Year	FY 25 Current Financial Year	Remarks	FY 24 Previous Financial Year	FY 24 Previous Financial Year	Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	The existing IT policy of The Company encompasses data privacy and cyber security for all employees and stakeholders. Furthermore, The Company is in the process of refining Personally Identifiable Information (PI), Financial Performance Indicators (FPIs), and other sensitive information of key importance.					
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:

Particulars	Number	Reasons for recall
Voluntary recalls	The Company produces safety-critical products, which are directly supplied to both automobile and non-automobile sectors. Additionally, these products are provided to Tier 1 and Tier 2 vendors, who manufacture components for Original Equipment Manufacturers (OEMs).	
Forced recalls		