

25th July, 2024.

BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400001.
Scrip Code: 532830

National Stock Exchange of India Limited

Exchange Plaza, C-1, Block G
Bandra Kurla Complex, Bandra (East)
Mumbai – 400051.
Trading Symbol: ASTRAL

Dear Sir/Madam,

Sub.: Submission of Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2023-24, which also forms part of the Annual Report for FY 2023-24.

Kindly take the same on your record.

Thanking you,

Yours faithfully,

For Astral Limited

Manan Bhavsar
Company Secretary

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L25200GJ1996PLC029134
2.	Name of the Listed Entity	Astral Limited
3.	Year of incorporation	25/03/1996
4.	Registered office address	"Astral House", 207/1, Behind Rajpath Club, off S.G. Highway, Ahmedabad, Gujarat 380059, India.
5.	Corporate address	"Astral House", 207/1, Behind Rajpath Club, off S.G. Highway, Ahmedabad, Gujarat 380059, India.
6.	E-mail ID	co@astralltd.com
7.	Telephone	079-66212000
8.	Website	www.astralltd.com
9.	Financial year for which reporting is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange and National Stock Exchange
11.	Paid-up Capital	₹ 26,86,27,009
12.	Contact Person	
	Name of the Person	Mr. Manan Bhavsar
	Telephone	079-66212000
	E-mail address	co@astralltd.com
13.	Reporting Boundary	
	Type of Reporting- Select from the Drop-Down List	Standalone basis
	If selected consolidated	NA
14.	Name of Assurance provider	M/s Hetal J Shah & Co.
15.	Type of Assurance obtained	Reasonable Assurance

II. Product/Services

16. Details of business activities

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing Activity	Manufacturing of Pipes, Fittings, Adhesives etc	98

17. Products/Services sold by the entity

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Plastic pipes and fittings	222	82
2	Adhesives	202	18

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	14	15	29
International	NA	1	1

19. Market served by the entity

	Locations	Numbers
a. No. of Locations	National (No. of States)	28
	National (No. of Union Territories)	8
	International (No. of Countries)	31
b. What is the contribution of exports as a percentage of the total turnover of the entity?	1.37%	
c. A brief on types of customers	Astral operates within the building materials sector, mainly providing products to distributors and companies involved in infrastructure. Their offerings include materials for plumbing, farming, sewage systems, cable safeguarding, industrial piping, conduits, water storage, fire safety piping, bonding agents, coatings, taps, and bathroom fixtures.	

IV. Employees

20. Details as at the end of Financial Year

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (A)	4,532	4,385	97	147	3
2	Other than Permanent Employees (B)	0	0	0	0	0
3	Total Employees (A+B)	4,532	4,385	97	147	3
Workers						
4	Permanent (C)	330	330	100	0	0
5	Other than Permanent (D)	4,244	4,230	99	14	W1
6	Total Workers (C+D)	4,574	4,560	99	14	1
b. Differently abled employees and workers						
Employees						
7	Permanent Employees (E)	2	2	100	0	0
8	Other than Permanent Employees (F)	0	0	0	0	0
9	Total Employees (E+F)	2	2	100	0	0
Workers						
10	Permanent (G)	0	0	0	0	0
11	Other than Permanent (H)	5	5	100	0	0
12	Total Differently Abled Employees (G+H)	5	5	100	0	0

21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	10	2	20
2	Key Management Personnel	1	0	0

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2023-2024 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the FY prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	24	27	25	15	14	15	20	17
Permanent Workers	4	0	4	2	0	2	8	0	8

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding/subsidiary/associate companies/joint ventures**

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/Subsidiary/Associate/or 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	Astral Foundation	Subsidiary	100	No
2	Seal It Services Limited, UK	Subsidiary	95	No
3	Seal It Services INC, USA (Step down Subsidiary)	Subsidiary	95	No
4	SISL (Bond It) Ireland Limited (Ireland) (Step down Subsidiary)	Subsidiary	95	No
5	Astral Pipes Limited, Kenya	Joint Venture	50	No
6	Astral Coatings Private Limited (formerly known as Gem Paints Private Limited)	Subsidiary	80	No

VI. CSR Details**24. a. Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)**

Yes

Turnover (in ₹)	5,103 Crores
Net worth (in ₹)	3,129 Crores

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 List received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints		Remarks	Number of complaints		Remarks
		filed during the year	pending resolution at close of the year		filed during the year	pending resolution at close of the year	
Shareholders	Yes https://astralltd.com/investors/investors-contact/	5	0	-	4	1	-
Employees and workers	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-
Communities	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-
Investors	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-
Customers	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes https://astralltd.com/investors/investors-contact/	Nil	Nil	-	Nil	Nil	-

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

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)
Energy Management	Risk & Opportunity	High energy consumption in manufacturing processes; potential for cost savings and regulatory compliance through energy efficiency.	Implement energy-efficient technologies, optimize processes, and invest in renewable energy sources.	Positive: Cost savings, incentives. Negative: Initial investment costs.
Opportunities in Clean Tech	Opportunity	Growing market demand for eco-friendly products and sustainable practices.	Develop and market cleaner technologies and products, invest in R&D for sustainable solutions.	Positive: Market growth, competitive advantage.
Water and effluent management	Risk & Opportunity	Regulatory compliance, water scarcity, and community impact; potential for water recycling and reuse.	Invest in water-efficient technologies, implement water management systems, and engage in water stewardship programs.	Positive: Cost savings, compliance. Negative: Investment costs.
Climate change and emissions management	Risk & Opportunity	Regulatory pressure, carbon footprint reduction targets; opportunity for carbon credits.	Adopt emission reduction strategies, set targets, and participate in carbon trading schemes.	Positive: Compliance, carbon credits. Negative: Compliance costs.

26. Overview of the entity’s material responsible business conduct issues (Contd.)

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)
Biodiversity	Risk	Impact on local ecosystems due to operations; regulatory and community relations implications.	Implement biodiversity conservation programs, reduce habitat disruption, and collaborate with environmental organizations.	Negative: Compliance and remediation costs.
Product stewardship	Opportunity	Demand for responsible products; lifecycle management can improve brand image and customer loyalty.	Enhance product design for sustainability, improve recyclability, and provide transparent product information.	Positive: Brand value, customer loyalty.
Occupational health and safety	Risk	Workplace accidents can lead to legal liabilities, employee downtime, and reputation damage.	Strengthen safety protocols, provide regular training, and invest in safer equipment.	Negative: Non-compliance costs. Positive: Reduced downtime.
Customer relationship management	Opportunity	Strong relationships can lead to repeat business and referrals; customer feedback can drive innovation.	Invest in CRM systems, improve customer service, and engage in active listening and response strategies.	Positive: Increased sales, customer retention.
Community development	Opportunity	Good community relations can enhance reputation and provide a supportive business environment.	Engage in community projects, support local initiatives, and ensure transparent communication.	Positive: Reputation, operational support.
Diversity, equity and inclusion	Opportunity	Diverse workforce can lead to better decision-making and innovation; reflects social responsibility.	Implement DEI policies, provide training, and promote an inclusive culture.	Positive: Innovation, employee satisfaction.
Stakeholder engagement	Opportunity	Engaging stakeholders can lead to better business decisions and risk management.	Establish regular communication channels, involve stakeholders in decision-making.	Positive: Risk management, decision-making.
Talent management	Opportunity	Attracting and retaining talent is crucial for business growth and innovation.	Offer competitive benefits, career development opportunities, and a positive work environment.	Positive: Employee performance, innovation.
Corporate governance	Risk & Opportunity	Good governance can lead to trust and investment; poor governance can lead to legal issues and loss of confidence.	Implement best practices, ensure transparency, and maintain ethical standards.	Positive: Trust, investment. Negative: Legal costs, loss of confidence.
Economic performance	Opportunity	Strong economic performance can attract investors and provide resources for growth.	Focus on operational efficiency, market expansion, and financial management.	Positive: Investment, growth potential.
Risk management	Risk	Inadequate risk management can lead to financial losses and operational disruptions.	Develop a comprehensive risk management framework and conduct regular assessments.	Negative: Financial losses, operational disruptions.
Brand and reputation	Opportunity	A strong brand can command premium pricing and customer loyalty; reputation damage can be costly.	Maintain high-quality standards, engage in CSR, and manage public relations effectively.	Positive: Premium pricing, loyalty. Negative: Reputation damage costs.
Cybersecurity and data privacy	Risk	Data breaches can lead to financial loss, legal penalties, and loss of customer trust.	Invest in robust cybersecurity measures, regular audits, and employee training.	Negative: Breach costs, penalties. Positive: Trust in data security.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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	<ul style="list-style-type: none"> • https://astralltd.com/wp-content/uploads/2024/06/02.-Policy-on-Anti-Corruption-Bribery_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2024/06/03.-Human-Rights-Policy_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2024/06/03.-Human-Rights-Policy_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2024/06/05.-ESG-Policy_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2024/06/06.-Biodiversity-No-Deforestation-Policy_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2024/06/07.-Board-Diversity-Policy_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2024/06/08.-Stakeholder-Engagement-Policy_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2023/02/HSE-Policy_-_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2024/06/01.-Employee-Code-of-Conduct-Policy_Astral-Limited.pdf • https://astralltd.com/wp-content/uploads/2023/01/1629780626_supplier_code_of_conduct.pdf • https://astralltd.com/wp-content/uploads/2023/01/1668401244_csr_policy.pdf 								
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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Astral Ltd. endeavours to gain as many accreditations with applicable quality and environmental standards and certifications as possible. The following certifications have been achieved and we will continue to explore more in the future. Collectively, all these certifications cover the 9 principles. Quality Management System Certification ISO:9001 • Environment Management System Certification ISO:14001 • OHSAS (ISO:45001) • BIS Certification for different type of products and at different plants like IS:4985, IS:7834, IS:10124 (PT-2), IS:9537 (PT-3), IS:3419, IS:12818, IS:13592, IS:14735, IS:15778, IS:17546, IS:16088, IS:16534, IS:14182, IS:12701, IS:16098 (PT-2), IS:13488, IS:15265, IS:16205 (PT- 24), IS:9271, IS:15328, IS:16098 (PT-1).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Astral Ltd. is in the process of setting commitments, goals and targets, and will disclose the same in the upcoming years.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Astral is taking significant initiatives for various ESG aspects. Once specific commitments, goals and targets are finalised as mentioned above, performance against the same will be monitored and reported.								

Governance, Leadership and Oversight

- 7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: In FY 2023-24, Astral achieved a 10.7% revenue increase and a 17.6% EBITDA growth. We've expanded manufacturing, maintained profit margins despite cost volatility, and earned the Great Place to Work certification. Our ESG efforts led to increased renewable energy usage and responsible waste management, while prioritizing talent development, diversity, and safety. We foster stakeholder relationships, uphold strong governance, and invest in digitalization. With a robust financial base and market trends, we anticipate continued growth above 10%, supported by our dedicated team and stakeholders' trust.
- 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Board supported by Executive Management
- 9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details. Yes.
Mr. Hiranand Savlani
Chief Financial Officer and Executive Director, Astral Limited

10. Details of Review of NGRBCs by the company:	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee										
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Frequency (Annually/Half yearly/Quarterly/Any other – please specify)										
Performance against above policies and follow up action	The performance against the policies is reviewed annually and follow up actions needed are determined accordingly.									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Compliance with statutory requirements are monitored on an annual basis and corrective actions are taken as needed.									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Astral Ltd. Has not carried out independent assessment of its policies.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

NA: Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage b/y training and awareness programs on any of the NGRBC Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	4	The training and awareness programs undertaken for the directors covered business performance and operations, compliance status and regulatory updates, risk, and governance, and ESG performance.	100%
Key Management Personnel	4	Key Managerial personnel undertook training and awareness programs around changes in regulations and law applicable to the Company to ensure full Compliance.	100%
Employees other than BODs & KMPs	693	A comprehensive training program was conducted covering a wide range of essential topics to ensure employee development and safety. The training included Safety Training on the Use of PPEs to promote safety behavior, First Aid Training, and Emergency Preparedness. Employees were also educated on POSH Awareness, the Basics of Paint Technology, and Employee Health & Safety at the workplace. Additional sessions covered Security Duties and Responsibilities, the Code of Conduct and Anti-Bribery policies, and Information on Income Tax. Internal Auditor Training on IMS was provided, along with Operational Excellence techniques such as Kaizen, 5S, and KYT. The program also focused on KRA's, KPI, and Goal Setting, Teamwork, Decision Making & Prioritization, Using Viscometers, Advanced Excel Training, and Root Cause Analysis & Troubleshooting with CAPA.	87%
Workers	197	A comprehensive training program was implemented covering Safety Training on the Use of PPEs, First Aid, Emergency Preparedness, POSH Awareness, Basics of Paint Technology, Employee Health & Safety, and Operational Excellence techniques like Kaizen, 5S, and KYT. These initiatives demonstrate Astral's commitment to a skilled, safe, and efficient workforce.	95%

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.

a. Monetary

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

b. Non-Monetary

Type	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	-
Punishment	Nil	Nil	Nil	-

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.

Not Applicable

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

Yes, we have a robust anti-corruption and anti-bribery policy that has been successfully implemented throughout our organization. Aligned with our fundamental principle of conducting operations with the highest ethical and business standards, strict adherence to this policy is mandatory for all employees. The policy prioritizes transparency across all business aspects and prohibits corrupt practices at any cost. Any violations of the policy will be met with severe disciplinary action.

Weblink: https://astralltd.com/wp-content/uploads/2024/06/02.-Policy-on-Anti-Corruption-Bribery_Astral-Limited.pdf

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (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:

Topic	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of KMPs	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.

Not Applicable

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	86.68	80.32

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	23%	20%
	b. Number of trading houses where purchases are made from	76	86
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	75%	64%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	95%	96%
	b. Number of dealers/distributors to whom sales are made	3,303	2,778
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	16.5%	17.6%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.01%	0.00%
	b. Sales (Sales to related parties/ Total Sales)	0.04%	0.02%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	98%	58%
	d. Investments (Investments in related parties/Total Investments made)	100%	100%

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.

Type	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	Astral Ltd. prioritises innovation and sustainable business practices, investing heavily in research and development (R&D) and capital expenditures (Capex). However, expenses aimed at enhancing the environmental and social impacts of products and processes have not been separately documented until FY 2023-24. However, Astral Ltd. has implemented various initiatives within its R&D and Capex domains to address environmental and social concerns. These initiatives include: <ul style="list-style-type: none"> - Acquiring specialised testing equipment to analyse small quantities of chemicals during the initial stages of production, thereby reducing trial materials usage and minimising waste. - Designing faucets specifically aimed at conserving water consumption. - Procuring laboratory testing equipment to monitor in-process parameters, thus reducing material wastage by preventing post-production rejections. - Developing low Volatile Organic Compound (VOC) solvents to meet demand for environmentally friendly and safe solutions. - Enhancing the infrastructure of test laboratories to maintain a clean air environment.
Capital Expenditure (CAPEX)	-	-	

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

Yes, Astral Ltd has mandated the suppliers to follow the Supplier Code of Conduct and expects them to practice sustainable principles for doing business such as safe and healthy work environment for employees, adhering to labour laws and human rights laws, implementing various environmental, health and safety and other such operational policies promoting sustainable sourcing.

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

47.3

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.

Considering the nature of our products, their extensive lifespan often spanning decades, and their widespread global utilisation, it is not practical to reclaim our products for reuse, recycling, or disposal at the end of their life cycle. However, wherever feasible, we have implemented measures to responsibly recycle and manage waste generated during our production processes. We have conducted Gate to Gate Analysis for LCA Silencio, ensured e-waste recycling through approved channels, and disposed of hazardous waste in accordance with the Hazardous Waste (Management, Handling, and Transboundary Movement) Rules of 2016. Additionally, we have registered under the Extended Producer Responsibility (EPR) on the Central Pollution Control Board (CPCB) portal for plastic packaging recycling.

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

Yes, EPR is applicable to our activities. Our EPR registration Number is: 202303060654481142 dated 10/03/2023. All our data and waste collection plan are in line with the EPR plan submitted to the CPCB.

Leadership Indicators

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

Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes provide web-link
Silencio	0.15%	Gate to gate	Yes	No

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	4,385	4,354	99	4,354	99	0	0	0	0	0	0
Female	147	144	98	144	98	147	100	0	0	0	0
Total	4,532	4,498	99	4,498	99	147	3.24	0	0	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	330	238	72	238	72	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	330	238	72	238	72	0	0	0	0	0	0
Other than Permanent Workers											
Male	4,230	4,230	100	4,230	100	0	0	0	0	0	0
Female	14	14	100	14	100	0	0	0	0	0	0
Total	4,244	4,244	100	4,244	100	0	0	0	0	0	0

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.01%	0.01%

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

Sr. No.	Benefits	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/NA)
1.	PF	99	100	Yes	99	100	Yes
2.	Gratuity	100	100	Yes	100	100	Yes
3.	ESI	9	100	Yes	9	100	Yes

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

Yes, we have provided appropriate access for differently abled employees and workers, ensuring that they have equal opportunities to perform their duties and contribute to the organization.

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, we are an equal opportunity employer and policy available on the company website. Our Employee Code of Conduct can be found at <https://astralltd.com/wp-content/uploads/2024/06/01-Employee-Code-of-Conduct-Policy-Astral-Limited.pdf>

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

Particulars	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	50%	NA	NA
Total	100%	50%	NA	NA

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

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	The Safety Committee and Grievance Redressal Committee will receive the grievances under the statute at the Plant level and through the HR department.
Other than Permanent Workers	Yes	These workers can raise their grievances through the contractor.
Permanent Employees	Yes	The employees can raise their concerns through their immediate reporting office, Grievance Redressal Committee and/or the HR department.
Other than Permanent Employees		NA

- In case of a grievance, an employee may follow the reporting procedure as outlined in the escalation matrix below, which specifies the Level Person responsible for Grievance Resolution and the corresponding Resolution Time to address the issue.

1 st level reporting	Reporting of grievance by the employee in the first instance Department Head or HR Representative 7 Days.
2 nd level reporting	In case the employee is not satisfied with the 1 st level authority, he/she can report the matter to the next authority Function Head or Senior HR Representative 7 Days.
3 rd level reporting	In case the employee is not satisfied with the 2 nd level authority, he/she can report the matter to the next authority Steering Committee (senior management representatives nominated by the MD) 7 Days.

- The aggrieved employee may approach the concerned person responsible via email, phone call, or by requesting a meeting in person. However, the employee will be required to submit a written complaint/grievance to the person responsible so that action may be initiated. The persons responsible for grievance resolution shall record all case-related proceedings in writing and maintain the same as a record of case resolution.
- Resolution must be communicated to the employee as per defined timelines, failing which the employee may approach the next level as per the table above. Once the case is closed by the Steering Committee, the decision shall be final and binding. Apart from this, we have the Whistle Blower Policy and POSH committee for any specific concerns.

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Male	4,385	0	0	3081	0	0
Female	147	0	0	110	0	0
Total	4,532	0	0	3191	0	0
Permanent Workers						
Male	330	0	0	305	0	0
Female	0	0	0	0	0	0
Total	330	0	0	305	0	0

*Company or employees/workmen do not have any association with unions or other association.

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4,385	3,380	77	3,733	85	3,081	2,013	65	3,000	97
Female	147	118	80	119	81	110	68	61	64	58
Total	4,532	3,498	77	3,852	79	3,191	2,081	65	3,064	96
Workers										
Male	4,560	3,484	76	3,659	80	305	232	76	73	24
Female	14	11	79	9	64	0	0	0	0	0
Total	4,574	3,495	76	3,668	80	305	232	76	73	24

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	4,385	3,487	80	3,081	2,405	78
Female	147	100	68	110	72	66
Total	4,532	3,587	79	3,191	2,477	78
Workers						
Male	330	330	100	305	305	100
Female	0	0		0	0	0
Total	330	330	100	305	305	100

10. Health and safety management system:

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) What is the coverage of such system?	Yes, an integrated management system has been implemented as per ISO9001, ISO 14001 and ISO 45001. From a coverage point of view, for ISO 9001 we have covered a total of 11 sites (Head Office, Santej, Santej Adhesive, Dholka, Hosur, Ghiloth, Sangli, Aurangabad, Sitarganj, Rania and Unnao) and for ISO 14001 & ISO 45001 we have covered 4 sites (Head Office, Santej, Dholka and Hosur Plant). We plan to increase our coverage in the coming year(s).
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Astral has successfully implemented HIRA in a cohesive manner, providing a comprehensive approach to identify hazards, assess risks, implement control measures, ensure compliance, and drive continuous improvement. Work related hazards and risks are identified and assessed as follow: (1) Process Hazards Analysis in terms of HIRA (2) Employee Participation through Safety Committee, Safety week celebration and other activities (3) Regular training imparted on different topics for awareness (4) SOP prepared for all activities, monitored and followed (5) Work Permit system in place

10. Health and safety management system: (Contd.)

- (6) Regular Safety inspections carried out to identify unsafe actions and unsafe conditions
- (7) Near-miss reporting processes in place and monitored
- (8) Checklist available for all activities
- (9) Audit and compliance activities undertaken regularly
- (10) Safety committee meeting to oversee and monitor work-related hazard and near-misses

As a result, Astral has fostered a safety-conscious culture, leading to a reduction in accidents and injuries, enhanced protection for personnel and assets, and improved overall operational efficiency.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No) Yes

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

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

Safety Incident/Number	Category	FY 2023-24 (Current FY)	FY 2022-2023 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one Millions-person hours worked)	Employees	0.1692	0.40
	Workers	0.2615	0.49
Total recordable work-related injuries	Employees	1	2
	Workers	4	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	4	0

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

Astral takes several steps to ensure a safe and healthy working environment for all employees, workers, and other stakeholders, including visitors. These measures, which include but are not limited to, are as follows:

- a) Provision of Personal Protective Equipment (PPE): Astral ensures that employees and workers have access to appropriate PPE to protect themselves from potential hazards.
- b) Installation of a Complete Fire Hydrant System: Astral has installed a comprehensive fire hydrant system along with fire extinguishers to effectively address fire-related risks.
- c) Availability of Safe Emergency Assembly Area: A designated emergency assembly area is provided to ensure the safe gathering of individuals during emergencies.
- d) Accessible Utilities: Astral ensures easy accessibility to utilities such as drinking water facilities and proper sanitary systems, contributing to a hygienic work environment.

- e) Enhanced Physical Security: CCTV cameras are strategically installed to enhance physical security and surveillance within the premises.
- f) Defined Safety and Health SOPs: Astral has established clear and communicated Standard Operating Procedures (SOPs) related to safety and health, ensuring that employees are aware of and adhere to safety protocols.
- g) Health and Safety Trainings and Mock Drills: Astral conducts regular health and safety trainings as well as mock drills at all locations to prepare employees and workers for emergency situations and reinforce safety practices. Training for 111A compliance under Rights of Workers, firefighting, first aid and scaffolding is provided.
- h) Availability of medical: Ambulance room/OHC is provided at Plant with paramedic medical staff.
- i) Awareness Programme: Safety week celebration are undertaken, and Awards are distributed for motivation of employees & contract worker in maintaining a safe environment.

By implementing these measures, Astral aims to create a secure and healthy work environment that prioritizes the well-being and safety of all individuals associated with the organization.

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

Topic	FY 2023-24 (Current FY)			FY 2022-2023 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	-
Health & Safety	0	0	0	0	0	-

14. Assessments for the year:

Topic	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Yes, our company covered under the IMS (OHSMS, EMS) for Pipes and Adhesive business
Working Conditions	Yes, our company covered under the IMS (OHSMS, EMS) for Pipes

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

The corrective actions implemented include conducting accident investigations in accordance with the standard operating procedure, taking preventative and corrective measures to prevent recurrence, conducting a review of the hazard identification and risk assessment (HIRA) process to minimize significant risks, and imparting training on relevant topics to increase awareness and understanding among the employees.

Leadership Indicators

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

- a. Employees (Yes/No): Yes
- b. Workers (Yes/No): Yes

The compensatory package has been extended to include all permanent employees and workers who are on the company's payroll.

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

The company places a high priority on regulatory compliance, ensuring that all statutory dues are deducted and deposited by its value chain partners. Before engaging with any vendor or business partner, the company conducts a thorough evaluation of their compliance status, examining relevant licenses and registrations.

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

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current FY)	FY 2022-2023 (Previous FY)	FY 2023-24 (Current FY)	FY 2022-2023 (Previous FY)
Employees	-	-	-	-
Workers	-	-	-	-

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

Astral offers transition assistance programs to assist employees in managing the end of their careers due to retirement or termination. At the discretion of management, individuals may be considered for an advisory role. Additionally, employees are eligible for gratuity or severance pay, which is calculated based on their length of service with the Company.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
Working conditions	-

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

At present, Astral does not assess our value chain partners based on the risks or concerns that may arise from their health and safety practices and working conditions. However, we plan to introduce an evaluation process to examine our partners in these areas. By doing so, we will be able to identify and address any potential risks or concerns related to health and safety practices and working conditions within our value chain.

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

Essential Indicators

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

The Company adopts an approach that considers historical concerns and relationships when engaging with interested parties and its diverse stakeholder ecosystem. This approach encompasses not only those individuals or entities with whom the company has direct interactions but also extends to those whose activities, whether directly or indirectly, influence the company's operations and performance. The company has identified key internal stakeholders and external stakeholders who contribute directly or indirectly to its long-term success and impact their lives. Internal stakeholders include employees, while external stakeholders encompass investors, shareholders, suppliers, customers, contractors, regulators, media, and the community. These stakeholders play a vital role in supporting the business in various ways, such as providing financial support, collaborating on business assignments, facilitating external communication on major developments, influencing business plans and decision-making processes, and more. By cultivating a deep understanding and appreciation of this intricate stakeholder ecosystem, the organization reinforces its commitment to maintaining transparent and mutually beneficial relationships, ultimately contributing to sustainable growth and the creation of shared value for all parties involved.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Meetings, Emails, Calls, Website, Advertisement, SMS, Digital Media, Customer care	On-going	Customer engagement involves building connections, understanding needs, and addressing concerns like product quality, service experiences, pricing, and satisfaction. By listening to feedback, companies can enhance loyalty, drive innovation, and improve success through tailored solutions and lasting relationships.
Employees	No	Meetings, Emails, Calls, Notice board, People, Strong Portal, Leadership Meet	On-going	Employee engagement aims to create a positive work environment where employees feel motivated, empowered, and aligned with company goals. Key topics include career development, work-life balance, compensation, recognition, communication, and company culture. By addressing these areas, organizations can boost performance, reduce turnover, and achieve strategic objectives through a highly engaged and committed workforce.
Investors	No	Meetings, Emails, Calls, Newspaper, Website, Digital Media	Quarterly and on-demand	Investor engagement focuses on transparent communication, sharing performance updates, and discussing key topics like financial results, strategy, governance, and growth prospects. By addressing investor concerns and fostering trust through clear communication, companies strengthen relationships, enhance credibility, and drive long-term shareholder value.
Suppliers and Vendors	No	Meetings, Emails, Calls, Website, Suppliers audit	On-going	Engagement with suppliers and vendors focuses on establishing robust partnerships, fostering innovation, and advocating for ethical practices. Key topics include quality standards, pricing, delivery schedules, sustainability, and compliance. Addressing concerns like payment terms and product quality through effective communication fosters resilient supply chains and long-term value creation for both parties.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group: (Contd.)

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
Communities	No	Community meetings, Website, Pamphlets, Newspaper, CSR activity	On-going	Supporting vulnerable communities through health, education, environmental conservation, skill development, and infrastructure projects demonstrates a company's commitment to community engagement and sustainable impact. These initiatives uplift those in need, foster well-being, and create lasting positive change within the community.
Governments	No	Emails, Website	On-going	By actively engaging with government stakeholders, businesses can influence policies, shape regulations, and foster a collaborative environment for mutual benefit. Key topics include Timely payment of taxation, filing of returns, assisting in assessment.
Regulator	No	Emails, Website, Regulatory portals	As per regulatory timeframe	By actively engaging with regulators, your company can build trust, mitigate risks, and promote ethical business practices (Submission of quarterly and annual financials, regulatory forms) for industry stability and sustainability.

Leadership Indicators

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

Incorporating stakeholder input is a fundamental element of the company's decision-making and strategic framework. Various department heads oversee engagement with stakeholders relevant to their functions. For instance, employee feedback on key topics is gathered by department heads, with all recommendations consolidated for final approval by the Chief Human Resources Officer (CHRO), who holds decision-making authority delegated by the Board. The CHRO collaborates directly with the Board when necessary to align decisions with strategic objectives and directives.

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

Yes, engaging stakeholders is crucial for understanding their needs effectively. The Company utilizes various channels like virtual platforms, in-person meetings, and social media to facilitate diverse forms of consultation.

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

The Company firmly integrates Corporate Social Responsibility (CSR) values into its business objectives, acknowledging the significance of making a positive contribution to society. In compliance with the country's relevant statutory provisions, it has established the dedicated "Astral Foundation," which actively collaborates with implementation partners to champion various initiatives in areas like Health, Education, Environment, and Wildlife Conservation. Through these efforts, the Company exemplifies its steadfast commitment to enhancing the well-being of these communities.

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2023-24 (Current FY)			FY 2022-2023 (Previous FY)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	4,532	2,793	62	3,191	1,353	42
Other than permanent	0	0	0	96	0	0
Total	4,532	2,793	62	3,287	1,353	41
Workers						
Permanent	330	291	88	305	179	59
Other than permanent	4,244	3,703	87	4,289	1,167	27
Total	4,574	3,994	87	4,594	1,346	29

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

Category	FY 2023-24 (Current FY)					FY 2022-2023 (Previous FY)				
	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	4,385	765	17	3,620	83	3,170	672	21	2,498	79
Female	147	12	8	135	92	117	11	9	106	91
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	330	93	28	238	72	305	101	33	204	67
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	4,230	3,980	94	250	6	4,289	3,817	89	472	11
Female	14	14	100	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category (INR in Millions)	Number	Median remuneration/salary/wages of respective category (INR in Millions)
Board of Directors (BoD)	8	13,17,500	2	73,97,500
Key Managerial Personnel	5	1,50,00,000	1	1,45,08,000
Employees other than BoD and KMP	2,519	4,20,000	109	4,38,000
Workers	1,260	2,13,945	0	0

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	3%	3%

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

Yes. The Grievance committee.

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

The employee who has a complaint can reach out to the Steering Committee or their Department Head through email, a phone call, or by arranging an in-person meeting. Nonetheless, the employee must provide a formal written complaint or grievance to the designated official to commence the resolution process. The individuals in charge of resolving grievances are required to document all related activities in writing and keep these documents as a record of the resolution process. The outcome must be conveyed to the employee within the specified time frame; if this does not happen, the employee has the right to contact a higher level of management. Once the Steering Committee concludes the case, their decision is considered conclusive and obligatory.

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

Category	FY 2023-24 (Current FY)			FY 2022-2023 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	0	0
Complaints on POSH upheld	0	0

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

We have established guidelines to educate and prevent all forms of discrimination or harassment, including actions directed at the reporting party. These guidelines encompass the whistle-blower policy and measures to safeguard women from harassment. Our Grievance Redressal Committee, Steering Committee, and Whistle Blower Committee address these issues with the highest level of secrecy. Any individual who manages or processes any related complaint and violates our internal confidentiality policies will face disciplinary action. Additionally, our whistle-blower policy offers essential protections to all individuals who report misconduct and to all involved parties.

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

Yes

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

NA

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

Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total Electricity Consumption (A) (GJ)	57,581.27	51,719.15
Total Fuel Consumption (B) (GJ)	23,425.27	20,848.00
Energy Consumption through other sources (C) (GJ)	0	0
Total Energy Consumption from renewable sources (A+B+C) (GJ)	81,006.54	72,567.15
From non-renewable sources		

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Electricity Consumption (D) (GJ)	4,46,089.94	359,285.93
Total Fuel Consumption (E) (GJ)	68,233.05	46,167.24
Energy Consumption through other sources (F) (GJ)	0	0
Total Energy Consumption from non-renewable sources (D+E+F) (GJ)	5,14,322.99	405,732.56
Total Energy Consumption (A+B+C+D+E+F) (GJ)	5,95,329.53*	478,299.71
Energy Intensity per Millions INR of turnover (Total energy consumption/Revenue from operations in rupees) (GJ per INR Millions)	11.67	10.37
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/Revenue from operations adjusted for PPP) (GJ per USD)	0.0002669	0.0002374
Energy Intensity in terms of physical output (GJ/MT)	2.39	2.41
Energy Intensity (optional) - the relevant metric may be selected by the entity	-	-

*During FY 23-24, we commissioned operations at 2 new facilities in Dahej (Gujarat) and Guwahati (Assam). In addition, we implemented processes to track consumption at various Depots across India which was missing in previous year. This has resulted in an increased value in the electricity consumption.

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, M/s Hetal J Shah & Co.

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

- Astral Limited does not have sites/facilities identified as designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	1,10,110.57	1,03,953.00
(iii) Third party water	7,113.44	1,846.00
(iv) Seawater/desalinated water	0.00	0.00
(v) Others (Rainwater storage)	0.00	0.00
Total volume of Water Withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,17,224.01	1,05,799.00
Total volume of Water Consumption (in kilolitres)	1,17,224.01*	1,05,799.00
Water Intensity per rupee of turnover (Water consumed/Revenue from operations) (kl per INR Crore)	22.97	22.95
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (GJ per USD)	0.000053	0.000053

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water Intensity in terms of physical output (kL/MT)	0.47	0.53
Water Intensity (optional) – the relevant metric may be selected by the entity	-	-

*During FY 23-24, we commissioned operations at 2 new facilities in Dahej (Gujarat) and Guwahati (Assam). In addition, we implemented processes to track consumption at various Depots across India which was missing in previous year. This has resulted in an increased value in the water consumption.

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, M/s Hetal J Shah & Co.

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m ³	0.00	0.00
- No treatment	m ³	0.00	0.00
- With treatment – please specify level of treatment	m ³	0.00	0.00
(ii) Into Groundwater	m ³	0.00	0.00
- No treatment	m ³	0.00	0.00
- With treatment – please specify level of treatment	m ³	0.00	0.00
(iii) Into Seawater	m ³	0.00	0.00
- No treatment	m ³	0.00	0.00
- With treatment – please specify level of treatment	m ³	0.00	0.00
(iv) Sent to third-parties	m ³	0.00	0.00
- No treatment	m ³	0.00	0.00
- With treatment – please specify level of treatment	m ³	0.00	0.00
(v) Others	m ³	0.00	0.00
- No treatment	m ³	0.00	0.00
- With treatment – please specify level of treatment	m ³	0.00	0.00
Total water discharged (in kilolitres)	m³	0.00	0.00

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, M/s Hetal J Shah & Co.

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

- Yes, Astral has accomplished 'Zero Liquid Discharge' across its operational locations through appropriate reuse of Effluent Treatment Plant (ETP) and Sewerage Treatment Plant (STP) as per the regulatory requirements.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	tons	0.60	0.24
SOx	tons	0.23	0.29
Particulate matter (PM)	tons	0.44	0.28
Persistent organic pollutants (POP)	tons	0	0
Volatile organic compounds (VOC)	tons	0	0
Hazardous air pollutants (HAP)	tons	0	0
Others - please specify			

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

No

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	4,757.09	2,712.01
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)	tCO ₂ e	88,722.33	77,716.05
Total Scope 1 and Scope 2 Emissions	tCO₂e	93,479.42*	80,428.06
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions/Revenue from operations)	tCO ₂ e/ INR Crore	18.32	17.44
Total Scope 1 and Scope 2 Emissions 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)	tCO ₂ e/ USD	0.0000419	0.0000399
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output	tCO ₂ e/ MT	0.38	0.41
Total Scope 1 and Scope 2 Emissions Intensity (optional) - the relevant metric may be selected by the entity	-	-	-

*During FY 23-24, we commissioned operations at 2 new facilities in Dahej (Gujarat) and Guwahati (Assam). In addition, we implemented processes to track consumption at various Depots across India which was missing in previous year. This has resulted in an increased value in the scope-1 and scope-2 emissions consumption.

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, M/s Hetal J Shah & Co.

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

Yes. Astral has initiated a project with CII, named as “Sustainable Workspaces and Indian Business Environment”. The objectives of this project are (1) quantify the impacts of sustainable design and practice on various social and economic parameters in a workplace (2) develop a matrix that translates the impacts into a comprehensive score that can be used by individual workplaces for self-assessment (3) identify the benchmarks for establishing the performance indicators for individual workplaces. In addition, Astral has also built a green building as one of its offices in Dholka, Gujarat and is exploring ways to replicate this at other sites. Our Dholka facility is a green building that serves a dual purpose, housing both our corporate offices and our valves manufacturing operations. Our Silencio manufacturing process holds a GREENCO Gold certification, reflecting our commitment to reducing GHG emissions. Furthermore, our CPVC PRO, SILENCIO, and DRAINPRO products are GREENPRO Certified, with CPVC PRO additionally receiving a GRIHA certification.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,551.51 [#]	-
E-waste (B)*	-	0.63
Bio-medical waste	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)*	-	11.31
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	331.00	294.92
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,250.05	1,573.34
Total (A+B + C + D + E + F + G+ H)	4,132.56*	1,880.20
Waste Intensity per rupee of turnover (Total waste generated/Revenue from operations) (MT per INR Crore)	0.81	0.41
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) (MT per USD)	0.000002	0.000001
Waste Intensity in terms of physical output (Tonnes/MT of Production)	0.0166	0.0095
Waste Intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered by nature of recovery method (in metric tonnes)		
(i) Recycled	348.99	288.94
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	348.99	288.94
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	-	-
(ii) Landfilling	29.18	13.84
(iii) Other disposal operations	0	1,573.34
Total	29.18	1,587.18

[#]During FY 23-24, we also established systems to convert the waste disposed in individual units to metric tonnes, resulting in an increase in waste quantities reported.

*During FY 23-24, we commissioned operations at 2 new facilities in Dahej (Gujarat) and Guwahati (Assam). In addition, we implemented processes to track consumption at various Depots across India which was missing in previous year. This has resulted in an increased value in the waste generated.

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, M/s Hetal J Shah & Co.

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

Hazardous & Non-Hazardous waste is collected and either disposed or recycled as per Hazardous waste Management rules. No toxic chemicals are used in the manufacturing process.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
1	Not applicable	-	-

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-Link
1	0	-	-	-	-

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

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

Leadership Indicators

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

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

- (i) Name of the area:
- (ii) Nature of operations:

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)		
Water withdrawal by source (in kilolitres)					
(i) Surface water	m ³	Not Available	Not Available		
(ii) Groundwater	m ³				
(iii) Third party water	m ³				
(iv) Seawater/desalinated water	m ³				
(v) Others	m ³				
Total volume of water withdrawal (in kilolitres)	m ³				
Total volume of water consumption (in kilolitres)	m ³				
Water intensity per rupee of turnover (Water consumed/turnover)	KL per crore INR of revenue				
Water intensity (optional) – the relevant metric may be selected by the entity	-				
Water discharge by destination and level of treatment (in kilolitres)					
(i) Into Surface water	m ³	Not Available	Not Available		
- No treatment	m ³				
- With treatment – please specify level of treatment	m ³				
(ii) Into Groundwater	m ³				
- No treatment	m ³				
- With treatment – please specify level of treatment	m ³				
(iii) Into Seawater	m ³				
- No treatment	m ³				
- With treatment – please specify level of treatment	m ³				
(iv) Sent to third-parties	m ³				
- No treatment	m ³				
- With treatment – please specify level of treatment	m ³				
(v) Others	m ³				
- No treatment	m ³				
- With treatment – please specify level of treatment	m ³				
Total water discharged (in kilolitres)	m ³				

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.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	-	-
Total Scope 3 Emissions per rupee of turnover	tCO ₂ e/ INR Crore	-	-
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity	tCO ₂ e/ INR	-	-

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.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

-

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	-	-	-
2	-	-	-
3	-	-	-

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

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

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

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National/International)
1	Gujarat Chamber of Commerce and Industry	State
2	Confederation of Indian Industry	National
3	Federation of Indian Export Organisation	National
4	Indian Plumbing Association	National
5	Federation of Indian Chambers of Commerce & Industry	National

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

Name of Authority	Brief of the case	Corrective action taken
NA - Not Applicable		

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/Other-please specify)	Web Link, if available
1	-	-	-	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes/No)	Resulted communicated in public domain	Relevant Web Link
Not applicable					

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

Sr. No.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	% of PAF covered by RAR	Amount Paid to PAFs in the FY (in INR)
Not applicable						

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

The grievance redressal mechanisms stated in Principle 3 - Question EI-6 is applied to redress grievances from the community including the escalation matrix mentioned.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/Small producers	13.94	8.26
Directly from within India	56.4	61.44

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	10.40%	11.46%
Semi-urban	0.13%	1.48%
Urban	25.05%	30.21%
Metropolitan	64.42%	56.85%

(Places have been categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner

Essential Indicators

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

Customers have the option to contact our customer service by dialling the toll-free number 18002337957, visiting our website to submit their issues, or informing their Distributor, who will then create a Ticket in the Distributor portal. Once a complaint is filed, it is received by the Customer Care Department, which then delegates the issue to the appropriate field staff. The field staff will reach out to the customer to gain a thorough understanding of the issue. They will then proceed to address the complaint on-site. If necessary, they will collect a sample for quality control laboratory testing of the materials and share the test results with the customer. The outcome of this process will determine any corrective measures to be taken and put into action.

Additionally, the Adhesive division has a dedicated customer care number, 7311103331, and a portal for complaints, inquiries, suggestions, and feedback at wecare.astraladhesives.com. Anyone can post their comments on this portal, which then generates a ticket and sends the request directly to the concerned department for resolution. Each ticket number is associated with an escalation matrix, and if there is a delay in the response, a direct notification is sent to the Department Head.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	35%
Safe and responsible usage	13%
Recycling and/or safe disposal	11%

3. Number of consumer complaints:

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cybersecurity	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Others	0	0	0	0	0	0

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes. We have an internally published Information Security policy accessible to all employees on our HRMS portal.

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.

NA

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: 0
- b. Percentage of data breaches involving personally identifiable information of customers: 0
- c. Impact, if any, of the data breaches: NA

INDEPENDENT PRACTITIONER’S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN ASTRAL LIMITED’S BRSR

To the Board of Directors of ASTRAL LIMITED

We have undertaken to perform a reasonable assurance engagement, for ASTRAL LIMITED vide agreement dated February 6, 2024 in respect of the agreed Sustainability Information listed below (the “Identified Sustainability Information”) in accordance with the criteria stated below. This Sustainability Information is as included in the **BRSR** of the Company for the year ended March 31, 2024. This engagement was conducted by a multidisciplinary team including assurance practitioners and engineers.

Identified Sustainability Information

The Identified Sustainability Information for the year ended March 31, 2024 is summarised in **Annexure-1**.

Our reasonable assurance engagement was with respect to the year ended March 31, 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the **BRSR** and, therefore, do not express any conclusion thereon.

Criteria

The criteria used by the company to prepare the Identified Sustainability Information is summarized below:

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Reporting criteria
BRSR Core (refer Annexure 1)	From April 1, 2023 to March 31, 2024	<ul style="list-style-type: none"> - Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) - Guidance notes for BRSR format issued by SEBI - Standard on Sustainability Assurance Engagements (SSAE) 3000 Assurance Engagements on Sustainability Information issued by ICAI

The Company’s management is responsible for selecting or establishing suitable criteria for preparing the sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and have the required competencies and experience to conduct this assurance engagement.

The firm applies Standard on Quality Control (SQC) 1, “Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements”, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a reasonable assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, “Assurance Engagements on Sustainability Information”, issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the reporting criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability

Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we visited plant locations and head office to understand the processes involved in data gathering and verifying documentation ensuring the reported details are in line with the requirements.

Exclusions

Our assurance scope excludes the following and therefore we do not express a conclusion on the same:

- Operations of the Company other than those mentioned in the "Scope of Assurance";
- Aspects of the **BRSR** and the data/information (qualitative or quantitative) other than the Identified Sustainability Information;

- Data and information outside the defined reporting period i.e., March 31, 2024;
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Opinion

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the year ended March 31, 2024 (as stated under "Identified Sustainability Information") are prepared in all material respects, in accordance with the criteria.

Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of Astral Limited at the request of the company solely, to assist company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

For Hetal J Shah and Co.
Chartered Accountants
FRN: 131829W
Signature

CA Hetal Shah, Proprietor
MRN: 138095

Place: Ahmedabad
Date: May 17, 2024

ANNEXURE-1

BRSR Indicator	Type of Assurance
P6 E1- Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1- Details of total energy intensity	Reasonable
P6 E3- Provide details of water withdrawal by source	Reasonable
P6 E3- Provide details of water consumption	Reasonable
P6 E4- Provide details of water discharged	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7- Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9- Provide details related to waste generated by category of waste	Reasonable
P6 E9- Provide details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9- Provide details related to waste disposed by nature of disposal method	Reasonable
P3 E11- Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
P9 E7- Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable
P5 E7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld	Reasonable
P1 E9- Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Reasonable
P1 E8- Number of days of accounts payable	Reasonable
P8 E5- Job creation in smaller towns	Reasonable
P3 E1c- Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company	Reasonable
P5 E3b- Gross wages paid to females as % of wages paid	Reasonable
P8 E4- Input material sourced from following sources as % of total purchases - Directly sourced from MSMEs/ small producers and from within India	Reasonable