



Ref.: BWRL/2025-26/SE/Misc./06

Date: 02nd September, 2025

To,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E),
Mumbai - 400051
NSE Symbol - **BHARATWIRE**

BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400001
BSE Scrip Code: **539799**

Subject: Business Responsibility and Sustainability Report for FY 2024-25

Dear Sir/Madam,

Please find enclosed the Business Responsibility and Sustainability Report ('BRSR') of Bharat Wire Ropes Limited ('Company') for FY 2024-25. The BRSR forms part of Annual Report for the FY 2024-25.

The BRSR along with the Annual Report is available on the website of the Company at [Annual Report 2024-25](#) on page no. 60

This is submitted pursuant to Regulation 34(2) and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with applicable SEBI Circulars, if any.

This is for your information and records.

Thanking you.

For **Bharat Wire Ropes Limited**

Govinda Soni
Company Secretary & Compliance Officer
Memb. No.: F12937



Business Responsibility and Sustainability Report (BRSR)

PREFACE

Scarcity of natural resources, drastic climate change and societal imbalances are deep concerns knocking at the door of humanity. In the recent past at the time of COVID 19 we experienced how important it is for our human race to use available resources judiciously without disturbing the ecological balance.

At Bharat Wire Ropes we see sustainability not as a goal to achieve but as a walk of life where we fulfil our present needs without compromising the needs of our future generation. We believe in contributing back to the society with utmost sincerity and governance. We aim to grow our business in a responsible manner, as we continue to respect the environment and strengthen our sustainability efforts. The world continues to change rapidly across multiple dimensions, leading to rapid evolution in the principles assessing businesses. The commitment of an entity to environmental, social, and governance (ESG) principles with internal and external stakeholders has taken prominence.

The new Business Responsibility and Sustainability Report (BRSR) paves the way for companies in India towards greater ESG disclosures, while generating a positive impact on the established ways for doing business. Its prime focus is on social empowerment, environment conservation, reduced inequality, sustainable processes and ethical business practices being the key factors of BRSR.

This report highlights our ESG approach, strategy, and disclosure on the basis of the BRSR template and guidelines. However, we believe ESG compliance and reporting is a small of-shoot of this sustainability journey, where we aim to rope-in all our stakeholders and value chain partners to contribute.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed entity	L27200MH1986PLC040468
2. Name of the Listed Entity	Bharat Wire Ropes Ltd.
3. Year of incorporation	24/07/1986
4. Registered office address	Plot No. 4, MIDC, Chalisgaon Industrial Area, Village Khadki, Taluka Chalisgaon, District Jalgaon 424101, Maharashtra
5. Corporate address	BHARAT WIRE ROPES LTD 10th Floor, Times Tower, Kamla Mills Compound Lower Parel, Mumbai -400 013 (India) B: +91 22 66824600
6. E-mail	compliance@bharatwireropes.com
7. Telephone	022-66824600
8. Website	www.bharatwireropes.com
9. Financial year for which reporting is being done	2024-2025
10. Name of the Stock Exchange(s) where shares are listed	BSE Ltd. and National Stock Exchange of India Ltd.
11. Paid-up Capital	Rs. 68,48,71,460
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. Govinda Soni Contact: 022-66824600
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are for Bharat Wire Ropes Ltd. on a standalone basis.
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of Entity
1.	Manufacturing	Manufacturing of Wire, Wire Ropes, Strands, Slings, etc	100%

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

Sr. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Wire and Wire Ropes	2599	100%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	2	1	3
International	-	-	Nil

19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	More Than 50 Countries (Through Dealer Network)

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

The contribution of direct exports was 4.00 % of the total turnover of the Company for the Financial Year ended 31st March, 2025.

c. A brief on types of customers

Bharat Wire Ropes manufactures Industrial ropes used in heavy industries. It Deals in B2B segment and its customers are big corporate houses and Industries.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	298	270	91%	28	9%
2.	Other than Permanent (E)	0	0	0	0	0%
3.	Total Employees (D+E)	298	270	91%	28	9%
WORKERS						
4.	Permanent (F)	231	231	100%	0	0%
5.	Other than Permanent (G)	768	761	99%	7	1%
6.	Total Workers (F+G)	999	992	99%	7	1%

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	0	0	0	0	0
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel	3	0	NA

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

	FY 2022-2023			FY 2023-2024			FY 2024-2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	30.80%	30.43%	30.76%	37.45%	45.16%	38.25%	29.72%	38.10%	30.05%
Permanent Workers	5.15%	0%	5.15%	6.47%	0%	6.47%	4.24%	0	4.24%

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

The Company has sold the stake of Mitcon Solar Alliance Ltd. (Associate Company) constituting 26.72% in the paid-up share capital on 28th June, 2024.

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

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Not Applicable			

VI. CSR Details

22. (I) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) **YES**

- (ii) Turnover (in Rs.) **Rs. 61,931.62 Lakhs**
(ii) Net worth (in Rs.) **Rs. 73,657.70 Lakhs**

VII. Transparency and Disclosure Compliance

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 2024-2025			FY 2023-2024		
	(If Yes, then provide web-link for grievance 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, Weblink : https://www.bharatwirerope.com/investor-relations/shareholders-informations	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	NA	Nil	Nil	NA
Shareholders		Nil	Nil	NA	Nil	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA
Other (please specify)		Nil	Nil	NA	Nil	Nil	NA

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (Risk / Opportunity)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water Management	Risk	Water is a critical resource that's also scarce. Poor water management shall lead to misutilization of resource and adverse impact on environment.	We are committed to effective and thorough management and oversight to conserve and recycle water whenever possible. Our company is dedicated to maximizing the efficient use of water resources. We adhere to a policy of 'zero liquid discharge' from our facilities, and all treated water is utilized for the enhancement and maintenance of green spaces.	Positive:
2	Ethics and Compliance	Opportunity	We believe that a strong and fully embedded commitment to undertaking business ethically brings considerable benefits, including improved consumer perception (leading to increased loyalty), greater investment, reduced costs, and enhanced employee motivation involvement and interaction.	NA	Positive:
3	Employee Wellbeing	Risk	Our employees are the cornerstone of our business and operational success. Their dedication and performance are crucial to achieving our organizational goals and maintaining operational efficiency. As such, it is imperative that we recognize and address their needs and concerns proactively.	Our company is dedicated to supporting the well-being and comfort of our employees by providing a range of comprehensive facilities such as Transportation Services, Canteen Services, Water Purification, Medical Facilities, Health and Wellness Programs and Funded Marathons etc. We believe that a supportive work environment enhances employee satisfaction and productivity, and as such, we have implemented several initiatives to meet the diverse needs of our workforce.	Positive
4	Technology, product and process innovation	Opportunity	We acknowledge that technology plays a pivotal role in the de-carbonization of the steel industry. We are also convinced that achieving this goal will necessitate nurturing innovation from the early stages.	NA	Positive.
5	Waste Management	Risk	The disposal and management of solid waste present considerable challenges. Inadequate treatment of waste leads to a range of issues, including the decomposition of organic matter, which contributes to greenhouse gas emissions, and the persistence of single-use plastics that obstruct natural ecosystems.	Circularity is a plausible solution departing from the traditionally linear use-and-dispose paradigm. Hazardous and non-hazardous waste is formed in the steelmaking process are managed using an integrated strategy for efficient waste management, which considers environmental impact, social effects and commercial viability. We follow a widely accepted 'waste management hierarchy' which follows a 'prevent reuse-recycle-dispose' value chain.	Negative.
6	Respect for Human Rights	Opportunity	We are cognizant of the fact that every individual brings a different and unique set of perspectives and capabilities to our team. We strongly advocate against all kinds of discrimination and stand with our team in the event of any violation.	NA	Positive
7	Customer Satisfaction	Opportunity	Customers are vital stakeholders in our organization. Ensuring their satisfaction drives market growth, expands our reach, and delivers value, ultimately benefiting the company. Customer satisfaction is crucial for enhancing our brand's reputation.	NA	Positive
8	Occupational Health and Safety	Risk	Our goal is to attain zero harm in all our operations. Health and safety are core values integral to our organization's principles.	We are committed to providing a healthy and safe working environment for our employees, contractors, business associates, visitors on-premises and above all communities impacted by our operations. We have stringent safety systems in place to achieve our zero-harm vision.	Positive
9	Operational efficiency and resource optimisation	Opportunity	Implementation of efficient means of operation and optimisation of resources will enable enhanced productivity at reduced expenditures	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
Policy and management processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.bharatwireropes.com/investor-relations/shareholders-informations								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, wherever required								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	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 Company has ISO 9001-2015, ISO 14001-2015 and ISO 45001-2018 certification (Quality Management and Environment Management system) for its Manufacturing units. Further, Company has obtained accreditation under the BIS Certification as per IS 2365:2018, IS 1835:1976, IS 15: 1855, IS: 1856, IS 2266, IS: 4521, IS: 10891 Part-1, Lloyd's Register Approval Approval.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer Preface on page no. 1								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Murarilal Mittal - Managing Director - DIN: 00010689								
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.	The Sustainability related issues are reviewed by Board of Directors and Risk Management Committee								

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	P	P	P	P	P	P	P	P	P
										1	2	3	4	5	6	7	8	9
Performance against Above policies and follow up action	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including Managing Director & Executive Director.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable.																	
Disclosure Requirements									P	P	P	P	P	P	P	P	P	P
									1	2	3	4	5	6	7	8	9	9
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.									No. However the Company conducts periodic review of the charters, policies through Internal Operational Management.									

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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principles material to its business (Yes/No)	All principles are covered by policies								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

1. Percentage coverage by training and awareness 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	%age of person in respective category covered by the awareness programmes
Board of Directors	0	Business, strategy, risk, update of laws, Principles of Corporate Governance	0%
Key Managerial Personnel	4	Business, strategy, risk, update of laws, Principles of Corporate Governance	100%
Employees other than BOD and KMPs	15	Induction Training, business ethics and values	100%
Workers	11	Safety Induction Training, business ethics and values	78%

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):

Monetary					
	NGRBC Principle	Name of the regulatory and enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	No such action taken during the financial year 2024-25 and 2023-24				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory and enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	No such action taken during the financial year 2024-25 and 2023-24				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
NA	NA

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, <https://www.bharatwireropes.com/investor-relations/shareholders-informations>

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 2024-2025	FY 2023-2024
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2024-2025		FY 2023-2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

No Such Instances

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

	2024-25	2023-24
Number of days of accounts payables	16.38	6.81

9. Open-ness of business-

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

Parameter	Metrics	2024-25	2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	20.19%	17.55%
	b. Number of trading houses where purchases are made from	139	127
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	89.82%	90.87%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	90.31%	88.80%
	b. Number of dealers/ distributors to whom sales are made	16	14
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	99.99%	99.99%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties/Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

Leadership Indicators

- 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 (by value of business done with such partners) under the awareness programmes
Nil	NA	NA

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

Yes. Please refer page No 02 of the Code of Conduct. Link:

<https://www.bharatwireropes.com/assets/document/pdf/Code%20of%20Conduct.pdf>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

Essential Indicators

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

	FY 2024-2025	FY 2023-2024	Details of Improvements in environmental and social impacts
R&D	NIL (Company conducts R&D linked to environmental and social initiatives, however currently the expenditures are not tracked)		
Capex			

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, the Company being a responsible corporate citizen, sources all of its major input materials i.e. steel from ESG compliant vendors only.
 - If yes, what percentage of inputs were sourced sustainably?
100% of major input materials i.e. steel are sourced from ESG compliant vendors only.
- 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
Not Applicable. The company produces goods that are distributed all over the world and operates in the wire rope and specialty steel sectors. Modern technologies are incorporated by the company to improve market dynamics. Steel and specialized steel, which are easily recycled by nearby vendors and have a high resale value when they reach the end of their useful lives, make up the majority of the company's products. But because of the nature of its operations, the company uses minimal recycled material as a processing input.
- 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.
Extended Producer Responsibility (EPR) is not applicable

Leadership Indicators

- 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?
Presently, no products are subjected to a life cycle assessment. The Company is developing a comprehensive framework to examine the lifecycle of its goods, as well as their influence on the environment and society and to incorporate different interventions at various phases of the product lifecycle to mitigate any anticipated impact.

NIC Code	Name of Products /Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

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

The Company has not conducted LCA for its products.

Name of Product/ Service	Description of the risk/ concern	Action Taken
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	
	FY 2024-2025	FY 2023-2024
Nil	Nil	Nil

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:

	FY 2024-2025			FY 2023-2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste						
Hazardous Waste						
Other Waste						

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

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

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	% of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No.	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
		(B)									
Permanent Employees											
Male	270	270	100%	270	100%	NA	NA	NA	NA	NA	NA
Female	28	28	100%	28	100%	28	100%	NA	NA	NA	NA
Total	298	298	100%	298	100%	28	9.40%	NA	NA	NA	NA
Other than Permanent Employees											
Male	0	0	NA	0	NA	0	NA	NA	NA	NA	NA
Female	0	0	NA	0	NA	0	NA	NA	NA	NA	NA
Total	0	0	NA	0	NA	0	NA	NA	NA	NA	NA

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

Category	% of Workers Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No.	% (B/A)	No. (C)	%	No. (D)	% (D/A)	No. (E)	%	No. (F)	% (F/A)
		(B)			(C/A)				(E/A)		
Permanent Workers											
Male	231	231	100%	231	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0%	0	0%	NA	NA	NA	NA	NA	NA
Total	231	231	100%	231	100%	NA	NA	NA	NA	NA	NA

Other than Permanent Workers											
Male	761	761	100%	761	100%	NA	NA	NA	NA	NA	NA
Female	7	7	100%	7	100%	7	100%	NA	NA	NA	NA
Total	768	768	100%	768	100%	7	0.91%	NA	NA	NA	NA

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

	2024 - 25	2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.27%	0.26%

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

Benefits	FY 2024-25			FY 2023-2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESIC	12.85%	65.55%	Y	28%	67%	Y
Others please 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. **Not Applicable Presently, the Company does not have any differently abled employee.**

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. **Yes, the Company's policy on hiring does not discriminate against persons with disabilities.**

<https://www.bharatwireropes.com/investor-relations/shareholders-informations>

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

	Permanent Employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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, Grievance redressal policy and POSH are practiced.
Other than Permanent Workers	
Permanent Employee	
Other than Permanent Employees	

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

Category	FY 2024-2025			FY 2023-2024		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	298	0	0%	364	0	0
Male	270	0	0%	329	0	0
Female	28	0	0%	35	0	0
Total Permanent Workers	231	102	44.15%	241	107	44%
Male	231	102	44.15%	241	107	44%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No.	% (B/A)	No. (C)	% (C/A)		No.	% (E/D)	No.	% (F/D)
		(B)					(E)		(F)	
Employees										
Male	270	225	83.33%	221	81.85%	329	273	83%	280	85%
Female	28	23	82.14%	22	78.51%	35	26	75%	28	79%
Total	298	248	83.22%	243	81.54%	364	299	82%	308	85%
Workers										
Male	992	992	100%	977	98.49%	1148	1148	100%	1018	87%
Female	7	7	100%	5	71.43%	6	5	83%	4	67%
Total	999	999	100%	982	98.30%	1154	1153	99.91%	1022	88.56%

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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	270	235	87.04%	329	205	62.31%
Female	28	20	71.42%	35	22	62.85%
Total	298	255	85.57%	364	227	62.36%
Workers						
Male	992	992	100%	1148	1080	94%
Female	7	7	100%	6	6	100%
Total	999	999	100%	1154	1086	94.10%

10. Health and safety management system:

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

Yes, Bharat Wire Ropes Limited is a certified ISO 45001:2018 organization, demonstrating our commitment to maintaining the highest standards in occupational health and safety management. In line with the ISO 45001:2018 requirements, we have implemented a systematic approach to identifying workplace hazards and applying appropriate risk control measures. These efforts have significantly contributed to reducing workplace injuries and incidents. Our workforce receives regular health and safety training on a weekly basis, which enhances their awareness and preparedness. Furthermore, we conduct periodic mock fire safety drills to ensure emergency readiness and employee involvement. As part of our proactive approach, we celebrate Safety Week annually to reinforce the importance of a safety-first culture within the organization. To promote employee health and well-being, we also organize regular health check-up camps, ensuring early detection and preventive care for our staff.

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

The Company uses daily safety survey inspections, Hazard Identification and Risk Assessment (HIRA), safety audits, risk assessment and daily observation records to identify work-related hazards, as well as a Near Miss Reporting System, and assess risks on both a routine and non-routine basis. Key emphasis is placed on the elimination of commonly accepted unsafe practices.

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

Yes, the Company has developed a comprehensive framework for Occupational Health and Safety (OHS). Bharat wire ropes has implemented 'Integrated Management Safety Policy' in order to provide a safe and healthy working environment for its employees. This policy was specifically developed in accordance with the guidelines provided by National & International Standards, such as ISO 9001, ISO 14001, and ISO 45001 for designing, manufacturing, supplying, and other services. Furthermore, the Company has established a centralized safety committee which ensures alignment of all its operations with the specified policy and

conducts continuous assessment across all its operations to identify hazards, manage risks, prepare investigation reports of each incident observed and take corrective actions for the same. Additionally, the Company has undertaken several OHS programs to train and guide its employees and workers about the potential hazards across operations and educate them on safe working practices and methodologies.

- 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 2024-2025	FY 2023-2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

***Including in the contract workforce**

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

The company emphasizes the importance of providing a safe and healthy working environment for all of its employees and workers. To that end, the company has created a comprehensive occupational health and safety framework as well as several other initiatives, such as incorporating safety aspects into performance management systems (PMS) and annual key result areas (KRA), which aid in evaluating the safety performance of all of its employees and workers. Furthermore, safety audits are periodically conducted internally as well as through external auditors, and corrective and preventive action plans are implemented based on the safety assessments. The company has aligned all its standard operating procedures and policy framework with international standards and specifications. Additionally, it ensures strict supervision and guidance while providing work permits for the elevated and confined area.

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

	FY 2024-2025			FY 2023-2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

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

Root Cause Analysis are conducted for all the safety related incidences and suitable corrective actions are taken. Safety Inspections and Safety Audits are also being done periodically. Corrective actions are being taken for all the observations given by the auditors internal and external IS 14489 safety audit Increased the number of targeted safety placards and poster and signboards, placed at strategic places for raising awareness as well as to reinforce that safety is everyone's responsibility.

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).

Yes, the Company has in place the Group Accident Policy and the Workmen Compensation Policy, ESIC and PF

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

All Statutory dues are paid before due date in consultation with professionals appointed to ensure timely payment.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-2025	FY 2023-2024	FY 2024-2025	FY 2023-2024
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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): **No**

5. Details on assessment of value chain partners:

	% 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.

NIL

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
Bharat Wire Ropes Limited is committed to establishing enduring and impactful partnerships with its stakeholders. The Company believes that open, transparent and ethical communication with all stakeholders is essential for building trust, ensuring the long-term success of business, and achieving triple bottom line.
- 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
Business partners / suppliers and contractors	No	Emails/ Internal Communication platforms/ Meetings	Need Basis	Business Association
Lenders / Bankers	No	Emails/ Meetings	Regular	Business Association
Investors	No	Emails/ Meetings/ Website/ Investor Presentation	Need Basis	Business Association
Shareholders	No	Emails/ Website/ Shareholders Meeting	Annually	Business Association
Employees	No	Emails/ Internal Communication platforms/ Meetings	Regular	Business Association
Customers / Service partners	No	Emails/ Meetings	Need Basis	Business Association
Government / Regulators	No	Emails/ Meetings	Need Basis	Business Association

Leadership Indicators

- 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.
The Company is committed to fostering robust and meaningful connections with a wide array of stakeholders. These include our website, social media, newsletters, e-mails, online communication platforms, one-on-one meetings, physical / virtual conferences and press releases, among others.
- 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, the results of stakeholder engagement are examined to pinpoint sustainability concerns for the Company. This analysis helps in identifying and prioritizing issues related to economic, environmental, and social factors.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
The Company is dedicated to ensuring that all stakeholder needs and concerns are addressed with fairness, equity, and without discrimination. The Company undertakes to identify and prioritize stakeholders who are vulnerable or marginalized, with the objective of appropriately addressing their specific needs and concerns.

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 2024-2025			FY 2023-2024		
	Total	No. of employees / Workers covered	% (B/A)	Total	No. of employees / Workers covered	%
	(A)	(B)		(C)	(D)	(D/C)
Employees						
Permanent	298	209	70.13%	364	220	60.43%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	298	209	70.13%	364	220	60.43%
Workers						
Permanent	231	183	79.22%	241	145	60.16%
Other than Permanent	768	607	79.03%	913	491	53.77%
Total Workers	999	790	79.08%	1154	636	55.11%

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

Category	FY 2024-2025					FY 2023-2024				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	298	Nil	Nil	298	100%	364	Nil	Nil	364	100%
Male	270	Nil	Nil	270	100%	329	Nil	Nil	329	100%
Female	28	Nil	Nil	28	100%	35	Nil	Nil	35	100%
Other than Permanent	0	0	NA	0	NA	0	0	NA	0	NA
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Workers										
Permanent	231	Nil	Nil	231	100%	241	Nil	Nil	241	100%
Male	231	Nil	Nil	231	100%	241	Nil	Nil	241	100%
Female	0	Nil	Nil	0	0%	0	Nil	Nil	0	0%
Other than Permanent	761	Nil	Nil	761	100%	913	Nil	Nil	913	100%
Male	761	Nil	Nil	761	100%	907	Nil	Nil	907	100%
Female	7	Nil	Nil	7	100%	6	Nil	Nil	6	100%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in million)	Number	Median remuneration/ salary/ wages of respective category (in million)
Board of Directors	4	1,25,00,000	NIL	NA
Key Managerial Personnel	3	45,00,000	NIL	NA
Employees other than BoD and KMP	258	4,31,724	28	4,77,666
Workers	231	3,53,664	0	0

* **NOTE:** During the year 2024-25, company has 2 female directors under the category of non-executive non independent director and non-executive independent director. Company has paid sitting fees to the respective category. Hence Median of remuneration/ salary/ wages is not applicable to them.

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

	FY 2024-2025	FY 2023-2024
Gross Wages paid to females as % of total wages	4.00%	4.80%

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, Complaints concerning human rights issues are forwarded to the Human Resources department (HR) or the Head of the pertinent department, who are then responsible for addressing them according to the Company's established protocols. The Head of Human Resources is specifically tasked with overseeing and executing human rights policies and functions within the Company.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
The Company recognizes the essential need to uphold and respect human rights and is dedicated to identifying, preventing, and addressing any human rights violations. This commitment is outlined in the Company's Human Rights Policy. To ensure employees are informed about their rights, the Company organizes awareness programs and training sessions. Additionally, it conducts surveys to assess the effectiveness of its Human Rights Policy and advocacy efforts, evaluating employee understanding, attitudes, and beliefs regarding human rights in the workplace.
6. Number of Complaints on the following made by employees and workers:

	FY 2024-2025			FY 2023-2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

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

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

The Company handles all complaints via its Grievance Redressal Committee, which meets monthly to review and address issues. Additionally, the Company has a Whistleblower Policy that allows employees to report unethical practices, misconduct, or non-compliance confidentially and without fear of retaliation. This policy is designed to protect the organization from potential harm, including financial loss and damage to its reputation. The Company prioritizes the dignity and respect of all employees, regardless of gender or position, and expects ethical conduct and behavior from all levels of staff.

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 labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. **Not Applicable**

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
Not Applicable as there have been no grievances / complaints of human rights violation received by the Company.
- Details of the scope and coverage of any Human rights due-diligence conducted.
The Company has not conducted any human rights due-diligence during FY2024-25.
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? **Not Applicable. Presently, the Company does not have any differently abled employee.**
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Bharat Wire Ropes Limited, at present looking into formulating a sustainable value chain program to assess social and environmental practice of our value chain partners.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. **Not Applicable**

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 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	11,512.39 GJ	28,262.10 GJ
Total fuel consumption (B)	–	–
Energy consumption through other sources (C)	–	–
Total energy consumed from renewable sources (A+B+C)	11,512.39 GJ	28,262.10 GJ
From non-renewable sources		
Total electricity consumption (D)	95,525.81 GJ	82,656.00 GJ
Total fuel consumption (E)	312.71 GJ	72.58 GJ
Energy consumption through other sources (F)	–	–
Total energy consumed from non-renewable sources (D+E+F)	95,838.52 GJ	82,728.58 GJ
Total energy consumed (A+B+C+D+E+F)	1,07,350.91 GJ	110,990.68 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000019	0.000019
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	–	–
Energy intensity in terms of physical output	–	–
Energy intensity (<i>optional</i>) – 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) 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? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	FY 2024-2025	FY 2023-2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	89360 KL	82230 KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal in kilolitres) (i + ii + iii + iv + v)	89360 KL	82230 KL
Total volume of water consumption (in kilolitres)	89360 KL	82230 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00001442882KL	0.0000132237 KL
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	KL/Tonne
Water intensity (<i>optional</i>) – 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) If yes, name of the external agency.

4. Provide the following details related to water discharged: --Not Applicable

Parameter	2024-25	2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment- wastewater treatment	Wastewater Treatment 22501 KL	Wastewater Treatment 18280 KL
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of		-
(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)	-	-

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.

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

Yes, the company has provided a ZLD system that involves a range of advanced wastewater treatment technologies to recycle, recover, and re-use the 'treated' wastewater and thereby ensure there is no discharge of wastewater into the environment.

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

Parameter	Please specify unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024
NOx	Mg/M3	38.15	32.7
SOx	Mg/M3	19.06	11.91
Particulate matter (PM)	Mg/M3	179.91	124
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

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.

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

<i>Parameter</i>	<i>Unit</i>	<i>FY 2024-2025 (Current Financial Year)</i>	<i>FY 2023-2024 (Previous Financial Year)</i>
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)	<i>Metric tonnes of CO₂ equivalent</i>	-	-
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)	<i>Metric tonnes of CO₂ equivalent</i>	-	-
Total Scope 1 and Scope 2 emission intensity 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	NA	-	-
<i>Parameter</i>	<i>Unit</i>	<i>FY 2024-25</i>	<i>FY 2023-24</i>
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	-	-	-

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.

8. Does the entity have any project related to reducing green house gas emission? if Yes, then provided details

No

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

Parameter	FY 2024-2025	FY 2023-2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.080	0.535 MT
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	2 Nos.	1 Nos.
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Sludge/solid-740.413 Liquid/ chemical 351.499 Total-1091.912/MT	Sludge/solid- 716.653 Liquid/ chemical 372.960 Total-1089.613M/T
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Steel scrap 3030.446 MT Canteen Waste – 7.80 MT Sawdust and wood Waste -6.95MT	Steel scrap 2896.959 MT Ms Drum – 1.00 MT Canteen Waste – 6.12 MT Total- 2904.079 MT
Total (A+B + C + D + E + F + G+ H)	4138.188 MT	3994.727 MT
Parameter	2024-25	2023-24
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Nil	Nil
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Nil	Nil
Waste intensity in terms of physical output	Nil	Nil
Waste intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	20.7	386.090
(iii) Other disposal operations	694.773	692.285
Total	715.473	1078.375

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.

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

The Company has established agreements with entities approved by the State Pollution Control Board for the collection, transportation, treatment, storage, and disposal of hazardous and other types of waste through pre-processing. The method of disposal is determined based on the waste's characteristics and complies with the regulations and guidelines set forth by the Ministry of Environment and Forests (MoEF), Central Pollution Control Board (CPCB), and State Pollution Control Board (SPCB), as updated periodically.

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:

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.
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
Not Applicable					

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

Yes, the Company has ensured compliance with the applicable environmental laws, regulations, guidelines in India viz., Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder

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

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:
(i) Name of the area
(ii) Nature of operations
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-2025	FY 2023-2024
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	89360 KL	82230 KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	-	-
Total volume of water consumption (in kiloliters)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional)- the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	22501 KL	18280KL
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	-	-

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 2024-2025	FY 2023-2024
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)	Metric tonnes of CO ₂ equivalent	Company is yet to establish a GHG accounting framework towards accounting of value chain emission	
Total Scope 3 emissions per rupee of turnover	-		
Total Scope 3 emission 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) If yes, name of the external agency.

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

Not Applicable

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

Not Applicable

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

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. **Refer our Risk Management Policy on <https://www.bharatwireropes.com/investor-relations/shareholders-informations>**

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.

Nil

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

No such assessment was carried.

8. How many Green Credits have been generated or procured:

a. By the listed entity - **NIL**

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - **Not Applicable**

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. One b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.					
S. No.	Name of the trade and industry chambers/ associations			Reach of trade and industry chambers/ associations (State/National)	
1	All India Association of Industries			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	
Not Applicable, as no adverse orders were passed by regulatory authorities against the Company					
Leadership Indicators					
S. No.	1. Details of public policy positions advocated by the entity:				
1	Public Policy Advocate	Method resorted for such advocacy	Whether information available in Public domain? (Yes / No)	Frequency of Review by Board (Annually/Half yearly / Quarterly/ Others please specify)	Web Link, if available
NIL					

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicator

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community. **Not Applicable**
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Name of Product / Service	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/ small producers	1%	1%
Directly from within India	95%	98%

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

Location	2024-25	2023-24
Rural	68%	66%
Semi-urban	13%	18%
Urban	0%	0%
Metropolitan	19%	16%

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

Leadership Indicator

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

Details of negative social impact identified	Corrective action taken
Nil	Nil

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

Sr. No.	State	Aspirational District	Amount spent ₹ in million
NIL			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) **No, the Company does not have a preferential procurement policy**
 (b) From which marginalized /vulnerable groups do you procure? **Not Applicable**
 (c) What percentage of total procurement (by value) does it constitute? **Not Applicable**

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

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

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Data Not Available			

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicator

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

The Company is into B2B and does not offer its products to ultimate consumers. Feedback is obtained from the B2B customers on the product quality and services. This feedback is evaluated internally, and appropriate actions are taken in order to meet B2B customer expectations.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

- Number of consumer complaints in respect of the following:

	FY 2024-2025		Remarks	FY 2023-2024		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

- 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. Company has an internal framework for cyber security and mitigation of associated risks. A cyber security framework has been developed and is followed in order to take appropriate security measures.
<https://www.bharatwireropes.com/investor-relations/shareholders-informations>

- Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

Not Applicable, as there are no issues within the reporting period with respect to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls. No penalty /action taken by regulatory authorities.

- Provide the following information relating to data breaches:

- Number of instances of data breaches- **There were no instances of data breaches**
- Percentage of data breaches involving personally identifiable information of customers-**Nil**
- Impact, if any, of the data breaches- **Nil**

Leadership Indicator

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

The Company's Products can be accessed on the Website “www.bharatwireropes.com.”

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

Information on safe and responsible usage of product is provided on Packing Material. We conduct need based training sessions for our customers for guidance on the product details and use of the products in safe manner.

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

The Company is into B2B and hence not applicable.

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

The Company adheres to all applicable laws and regulations on product labelling