

26th June, 2025

To

The Manager - Listing,
BSE Limited,
Rotunda Building,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001
Scrip Code: 543276

The Manager - Listing,
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex,
Bandra (East),
Mumbai - 400 051
Stock Code: CRAFTSMAN

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25;

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) for the financial year ended 31st March, 2025 describing the initiatives taken by the Company from an environmental, social and governance perspective.

The Business Responsibility and Sustainability Report is also available on the website of the Company at www.craftsmanautomation.com.

Kindly take the same into your records.

Thanking you.

Yours faithfully,
for CRAFTSMAN AUTOMATION LIMITED

Shainshad Aduvanni
Company Secretary and Compliance Officer

Encl: As above

Business Responsibility & Sustainability Report

(Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L28991TZ1986PLC001816
2.	Name of the Listed Entity	Craftsman Automation Limited (The Company)
3.	Year of incorporation	1986
4.	Registered office address	123/4, Sangothipalayam Road, Arasur Post, Coimbatore - 641407, Tamil Nadu, India
5.	Corporate address	Krishna Towers, 4 th & 5 th Floor, 1087, Avinashi Road, Coimbatore - 641 037, Tamil Nadu, India
6.	E-mail	investor@craftsmanautomation.com
7.	Telephone	0422-7165000
8.	Website	www.craftsmanautomation.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange Limited (NSE)
11.	Paid-up Capital	₹119,277,915
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.Shainshad Aduvanni, Company Secretary and Compliance Officer Telephone: 0422 7165000 Email: investor@craftsmanautomation.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Standalone Basis
14.	Whether the Company has undertaken assesment/ assurance of the BRSR core	Not Applicable
15.	Name of assessment or assurance provider	Not applicable
16.	Type of assessment of assurance obtained	Not applicable

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Powertrain	Manufacturing engineering parts such as cylinder block and cylinder head, camshafts transmission parts, gear box housings, turbo charges and bearing caps	44%
2	Aluminium Products	Key products in Aluminium Products segment include highly engineered crank case and cylinder blocks for two wheelers, engine and structural parts for passenger vehicles, gear box housing for heavy commercial vehicle and Aluminium - Casting for power transmission	30%

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
3	Industrial & Engineering	Industrial & Engineering vertical is essentially a non-automotive business vertical which cater to diverse user sectors. The Company has divided it into two sub segments: Storage Solutions: Key products in storage solutions subsegment include stationary racking for warehouses, V-store, roll form products and Automated Storage and Retrieval Systems ("ASRS"). Our products in this subsegment cater to warehousing and industrial sectors High-end sub assembly, contract manufacturing and Others: SPM, Material handling, Gear and Gear boxes, Tool room, mould base & sheet metal	22%
4	Others	Segments that are not significant are categorised as others	4%

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

Sl. No.	Product/Service	NIC Code	% of Turnover of the entity
1	Metal and Metal Products	2930	12.87%
2	Electricals or electronic machinery, Railway or tramway locomotives, rolling stock, railway or tramway fixtures and fittings, mechanical (including electromechanical) traffic signalling equipments of all kind and other machinery and Mechanical Appliances	2930	51.13%
3	Other Manufacturing activities including Machining Services	2930	36.00%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	18	5	23
International	0	0	0

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	18

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

5.30%

c. A brief on types of customers

- Powertrain:
 - Commercial Vehicles
 - Special Utility Vehicles
 - Tractors
 - Off-highway Vehicles

2. End-user sectors for Aluminium Products:
 - Two-Wheelers
 - Passenger Vehicles
 - Commercial vehicles
 - Power transmission & Distribution
3. Industrial & Engineering:
 - **High end sub-assembly, contract manufacturing & others:** Automotive, Foundries, Railways, Textile & Printing Machines manufacturers, Engineering
 - **Storage Solutions:** FMCG, E-commerce, Food & beverages, Logistics, Pharmaceuticals, Electronics etc.

IV. Employees

21. Details as at the end of the Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B / A)	No. (C)	%(C / A)
EMPLOYEES						
1.	Permanent (D)	1,027	987	96.11%	40	3.89%
2.	Other than Permanent (E)	20	18	90%	2	10%
3.	Total employees (D + E)	1,047	1,005	95.99%	42	4.01%
WORKERS						
4.	Permanent (F)	2,869	1,866	100%	0	0%
5.	Other than Permanent (G)	146	146	100%	0	0%
6.	Total workers (F + G)	2,012	2,012	100%	0	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B / A)	No. (C)	%(C / A)
a) DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
b) DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and Percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	5	NIL	NIL

23. Turnover rate for permanent employees and workers

Particulars	FY 25			FY 24			FY 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.61%	10.00%	8.67%	14.16%	22.64%	18.40%	12.77%	13.33%	12.79%
Permanent Workers	9.00%	-	9.00%	6.47%	-	6.47%	7.78%	-	7.78%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**24. Names of holding / subsidiary / associate companies / joint ventures**

Sl. No.	Name of the Holding/ Subsidiary / associate companies/ joint ventures (A)	Indicate Whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, Participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Craftsman Europe B.V. The Netherlands	Wholly Owned Subsidiary	100%	No
2	Carl Stahl Craftsman Enterprises Private Limited	Associate Company (Joint Venture)	30%	No
3	DR Axion India Private Limited	Wholly Owned Subsidiary	100%	No
4	Sunbeam Lightweighting Solutions Private Limited	Wholly Owned Subsidiary	100%	No
5	Craftsman Germany GmbH	Wholly Owned Subsidiary	100%	No
6	Craftsman Fronberg Guss GmbH	Step down Subsidiary	-	No
7	Craftsman Fronberg Guss Immobilien GmbH	Step down Subsidiary	-	No

VI. CSR Details

25. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

(ii) Turnover (in ₹): 3,84,795 Lakhs

(iii) Net worth (in ₹): 2,74,395 Lakhs

VII. Transparency and Disclosures Compliances

26. 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 (If yes, then provide web link for the grievance redressal policy)	FY 25		FY 24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes. The Whistle blower policy has been formulated with a view to provide a mechanism for other stakeholders, including communities of the Company to approach the Chairperson of the Audit Committee as set out in the policy to report their grievances. The Whistle Blower Policy is available at https://www.craftsmanautomation.com/investors/wp-content/uploads/2024/04/2.-CAL-WhistleBlowerPolicy-1.pdf	0	0	0	0	No complaints received
Investors (other than shareholders)	Yes. The dispute resolution mechanism is available at https://www.craftsmanautomation.com/investors/investor-contacts/	0	0	0	0	No complaints received
Shareholders	Yes. The Shareholder can register their grievances at https://scores.sebi.gov.in/	3	0	2	0	All complaints were resolved at the end of the FY 25
Employees and workers	Yes. The Whistle blower policy has been formulated with a view to provide a mechanism for Directors, employees as well other stakeholders of the Company to approach the Chairperson of the Audit Committee as set out in the policy to report their Link: https://www.craftsmanautomation.com/investors/wp-content/uploads/2024/04/2.-CAL-WhistleBlowerPolicy-1.pdf . Additionally, the Company has established a separate grievance handling procedure for addressing the grievances of the employees/ workmen.	0	0	0	0	No complaints received
Customers	Yes. The Whistle blower policy has been formulated with a view to provide a mechanism for Directors, employees as well other stakeholders of the Company to approach the Chairperson of the Audit Committee as set out in the policy to report their grievances. https://www.craftsmanautomation.com/investors/wp-content/uploads/2024/04/2.-CAL-WhistleBlowerPolicy-1.pdf	0	0	0	0	No complaints received
Value Chain Partners	Customers can also raise their complaints and feedback on products through the Company's website	0	0	0	0	No complaints received

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

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy & Emissions	Opportunity	Energy consumption and greenhouse gas (GHG) emissions are major cost and environmental drivers for manufacturing operations. Reducing energy usage and emissions not only contributes to cost efficiency but also strengthens brand reputation among customers and stakeholders. Further, it ensures compliance with national and international regulations.	<ul style="list-style-type: none"> • Conduct energy audits across all facilities to identify inefficiencies. • Deploy energy-efficient technologies, such as LED lighting, VFDs, high-efficiency motors, and energy management systems. • Increase the share of renewable energy sources by implementing solar panel installations and procure renewable power (through open access, IEX/PXIL, green tariff etc.) for all locations. • Implement emissions monitoring and reporting systems aligned with GHG Protocol. 	Positive: Eligibility for carbon credits due to lower operation cost and a stronger appeal to sustainability-driven customers
2	Waste Management	Opportunity	Waste generation from manufacturing processes, if not managed properly, can result in significant environmental liabilities, regulatory penalties, and community opposition. Effective waste management enhances resource efficiency, reduces environmental impacts, and meets the standards set under the Hazardous and other Wastes (Management & Transboundary Movement) Rules, 2016	<ul style="list-style-type: none"> • Implement waste minimization strategies at source through process optimization. • Promote recycling and reuse initiatives within facilities. • Establish partnerships with authorized waste handlers and recyclers. • Monitor and report waste generation & disposal metrics regularly and work on waste minimization strategies. 	Positive: Cost savings from reduced raw material usage, decreased waste disposal costs, and mitigation of potential regulatory fines.
3	Climate Change	Risk and Opportunity	<p>Risk: Climate change impacts like extreme weather events pose physical risks to manufacturing infrastructure, supply chains, and employee safety.</p> <p>Opportunity: Transition to a low-carbon economy presents opportunities to innovate with sustainable products and operations.</p> <p>Innovation and deployment of cleaner technologies conserves energy and resources, lowers operational costs and helps in producing sustainable steel products.</p> <p>Access to green finance and sustainability focused funds.</p>	<ul style="list-style-type: none"> • Develop climate resilience plans for critical manufacturing sites. • Promote circular economy by using recycled scrap & byproducts to reduce carbon emissions. • Greenhouse gas emission monitoring and identify opportunities to reduce the emission intensity. • Diversify supply chains to reduce climate-related disruptions. • Invest in low-carbon technologies and sustainable product innovations. • Identify and mitigate the vulnerabilities and potential impacts of climate change on operations, infrastructure and supply chains. 	<p>Positive: Demand for sustainable products may lead to increase in the market share and generate more revenue for the Company.</p> <p>Negative: Potential asset damage, business interruptions, and cost escalations.</p> <p>Non-compliance to stringent emission Standards may lead to Imposition of fines & penalties which in turn causes reputational damage.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Product Safety and Quality	Risk	Product defects can lead to significant recalls, damage to brand equity, customer attrition and regulatory penalties. Maintaining high product safety and quality standards is crucial for customer trust and market competitiveness.	<ul style="list-style-type: none"> Strengthen in-house quality assurance and control systems at all facilities. Conduct regular product testing and third-party certification audits. Conduct product risk assessments during design and production stages. 	Negative: Costs associated with product failures, recall expenses, reputational repair, and legal settlements.
5	Product Design & Lifecycle Management	Opportunity	Integrating sustainability into product design can reduce environmental footprint, open new markets and improve customer loyalty. Regulations and customer expectations are increasingly favouring products with better recyclability, lower emissions, and efficient end-of-life management.	<ul style="list-style-type: none"> Apply "Design for Environment" principles across R&D. Conduct product lifecycle assessments (LCA) to identify improvement areas. Develop take-back and recycling programs for end-of-life products. Innovate with sustainable materials and modular designs. 	Positive: Lower material costs, increased access to green markets, and enhanced brand differentiation.
6	Corporate Governance & Risk Management	Risk	Weak governance structures or inadequate risk management can expose the Company to compliance violations, financial misstatements, and loss of investor confidence. Sound governance is crucial for long-term resilience.	<ul style="list-style-type: none"> Maintain an independent and diverse Board structure. Implement robust internal controls and risk management frameworks. Regularly review and update corporate policies (anti-bribery, anti-fraud, whistleblower, etc.). Conduct annual ESG risk assessments and due diligence assessments. Robust enterprise risk management framework and consideration of ESG related risks. 	Negative: Potential losses due to regulatory fines, reputational damage, regulatory scrutiny and higher cost of capital.
7	Occupational Health and Safety	Risk	Health and safety incidents in manufacturing, such as accidents, exposure to hazardous materials, or ergonomic issues can cause injuries, disrupt operations and invite regulatory sanctions under local regulations. Further, the operations involve working with heavy machinery and equipment and may also be prone to high temperatures, chemical hazards and physical hazards.	<ul style="list-style-type: none"> Develop a strong safety culture through leadership engagement Mitigation of health and safety related risks identified through risk assessment and hazard identification process across all areas of operations and business units. Conduct regular safety audits, incident investigations, trainings and risk assessments. Provide PPE, safety training, and emergency response plans across all sites. Obtain certifications like ISO 45001 for Occupational Health and Safety Management Systems for all the facilities. 	Negative: Potential losses due to regulatory fines, workers' operational downtime, compensation claims and affects the reputation and brand value of the Company

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Water and Wastewater	Opportunity	<p>Manufacturing processes are water-intensive and efficient water use ensures regulatory compliance and operational continuity in water-stressed regions.</p> <p>Improvement of water utilization efficiency conserves energy and minimizes water withdrawal and procurement costs.</p>	<ul style="list-style-type: none"> • Install water-saving technologies like low-flow fixtures and closed-loop cooling systems. • Implement rainwater harvesting and recharge initiatives at all sites. • Upgrade wastewater treatment systems to meet ZLD (Zero Liquid Discharge) standards. • Reuse treated wastewater for landscaping, flushing and industrial processes. • Conduct water audits and assessments to identify areas for water conservation and prevent water leakages if any. 	<p>Positive:</p> <p>Reduced water sourcing costs, lower environmental risk and compliance with tightening SPCB's water discharge regulations.</p>
9	Employee Wellbeing & Talent Attraction	Opportunity	<p>A motivated, healthy and engaged workforce directly drives productivity, innovation and corporate culture. Talent attraction and retention are critical, especially in the competitive manufacturing sector in India.</p> <p>Skill upgradation and talent management helps companies to foster innovation, improve productivity and achieve sustainable growth.</p> <p>Attraction and retention of talented employees with required skills, knowledge and experience improves performance and drives the organization success.</p>	<ul style="list-style-type: none"> • Offer competitive compensation, wellness initiatives, and mental health programs. • Invest in leadership development, upskilling and career development. • Foster an equal, inclusive and positive work environment. • Benchmark HR practices against Industry's best practices and standards. • Improve operational skills on manufacturing process, equipment operation, safety protocols and quality standards by frequent trainings. 	<p>Positive:</p> <p>Higher employee retention, lower hiring costs, improved innovation outcomes.</p> <p>Improves the efficiency, Productivity and overall performance of the Company.</p>
10	Human Rights and Labour Practices	Risk	<p>Operations that fail to uphold human rights (e.g. fair wages, non-discrimination, child labour, equal opportunity) has increased reputational risk, legal action, and loss of business. Clients increasingly demand assurance of ethical labour practices across business operations and supply chains.</p> <p>Non-compliance to Human Rights laws can disrupt the operations and supply chain</p>	<ul style="list-style-type: none"> • Adopt a Human Rights Policy aligned with UNGPs (United Nations Guiding Principles on Business and Human Rights). • Conduct third-party labour audits and grievance redressal mechanisms. • Conduct Human Right due diligence assessment. • Promote worker welfare initiatives and adherence to ILO standards. • Conduct training programs on Human Rights principles, policies & guidelines. • Establish grievance redressal mechanism, prompt investigation and appropriate remedial action to address Human Rights related violations. 	<p>Negative:</p> <p>Loss of customers, regulatory sanctions and reputational damage.</p> <p>Non-compliance to Human Rights laws, policies and guidelines may lead to disruption of operations due to protests and negatively impact financial performance of the Company.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Sustainable Sourcing	Opportunity	<p>Sustainable procurement minimizes risks related to supply chain disruptions, material price volatility and reputational damage. It also strengthens partnerships with socially and environmentally responsible suppliers.</p> <p>Adopting sustainable practices in supply chain promotes circular economy, conserves resources, and lowers the production costs.</p>	<ul style="list-style-type: none"> • Develop a Supplier Code of Conduct emphasizing ESG criteria. • Conduct supplier ESG assessments and capacity-building initiatives. • Prefer sourcing from local, certified or low-carbon footprint vendors. • Track and monitor the performance of suppliers on ESG Key Performance Indicators (KPIs). • Prioritize the sourcing of materials from suppliers with better performance on ESG parameters. 	<p>Positive:</p> <p>Enhanced supply chain resilience, lower material costs, improved brand value.</p> <p>Builds supply chain resilience by mitigating the risks associated with the supply chain.</p>
12	Ethics, Transparency and Compliance	Risk and Opportunity	<p>Risk:</p> <p>A lapse in ethical standards or compliance obligations can result in significant financial and reputational consequences. Transparency builds stakeholder trust and is vital for long-term success.</p> <p>Opportunity:</p> <p>Ensuring transparency and integrity by following good governance practices helps in achieving long term success and growth of the Company in a sustainable manner.</p>	<ul style="list-style-type: none"> • Enforce a strong Code of Ethics, Anti-Corruption Policy and Conflict of Interest policy. • Conduct periodic ethics and compliance training for employees and partners. • Maintain transparent public disclosures aligned with legal and ESG reporting standards. 	<p>Positive:</p> <p>Transparency in business operations brings success and reputation to the Company.</p> <p>Negative:</p> <p>Regulatory penalties, reputational loss, reduced business opportunities or financing opportunities.</p>

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	https://www.craftsmanautomation.com/investors/policies/								
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO 9001: 2015 • IATF 16949: 2016 • ISO 14001: 2015 • ISO 45001:2018 • ISO 27001:2022 • GHG Protocol • NABL • AEO Certificate • Export House Certificate • CE Certification 								

Policy and management processes (Contd.)

<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Ensure zero case of fines/penalties/punishment from any regulatory/enforcing agency in the reporting year.</p>	<p>Conduct 100% ESG assessment/ due diligence on critical Tier 1 suppliers by FY 30.</p>	<p>Achieve zero fatalities and zero incidents in the reporting year.</p>	<p>Ensure 100% adherence to concerns raised by stakeholders in the reporting year.</p>	<p>Maintain zero complaints related to Human Rights related issues in the reporting year.</p>	<p>Achieve 40% of total energy from renewable sources by FY 30.</p>	<p>Strengthen responsible public policy engagement by actively participating in industry associations and chambers ensuring all advocacy efforts align with ethical standards, business sustainability, and public interest.</p>	<p>Achieve 20% of total procurement from MSMEs by FY 28.</p>	<p>Ensure zero data privacy breach of customer information in the reporting year.</p>
<p>6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.</p>	<p>The Company has paid no fines/penalties/punishment from the regulator / enforcing agency in the reporting year as per the materiality threshold in line with SEBI (LODR) Regulations, 2015</p>	<p>The Company has initiated ESG assessment process for its Tier 1 suppliers, with the assessment framework currently under development.</p>	<p>The Company continues to strengthen its safety culture through awareness programs, safety audits, and risk assessments. No fatalities were reported during the reporting period.</p>	<p>There were no major Concerns raised by the Stakeholders in FY 25.</p>	<p>The Company had zero Complaints on Human Rights related issues</p>	<p>The Company has achieved 25% of total energy from renewable sources by FY 25</p>	<p>The Company actively engages with various industry associations and chambers with ongoing efforts to advocate for policy matters aligned with industrial growth and public interest.</p>	<p>The Company is planning targeted procurement strategies to enhance sourcing from MSMEs, the implementation of same has begun in the current financial year.</p>	<p>The Company has zero data privacy breaches of consumers in the reporting period.</p>

Governance, leadership, and oversight

7. Statement by Director responsible for the Business Responsibility Report, highlighting ESG-related challenges, targets, and achievements:

The Company firmly believes that long-term business success is fundamentally linked with social responsibility, environmental stewardship, and strong governance. In a year marked by global uncertainties, ranging from inflationary pressures to geopolitical tensions and supply chain disruptions, the Organization remained resilient and committed to the ESG vision.

As responsible corporate citizens, the Company will continue to invest in the future through focused efforts in education, youth empowerment and community development. The company also recognizes that strength lies in continuously adapting to market dynamics through innovation, advanced technologies and the dedication of our people.

The Company's Board of Directors actively oversees ESG-related risks and opportunities through dedicated Committees that guide strategy, performance, and compliance. The Company has established a robust ESG governance structure to ensure accountability and strategic alignment and takes pride in having earned recognition such as the EcoVadis 'Committed' badge, and in our pursuit of certifications like ISO 45001 and ISO 27001, which reflect our dedication to occupational safety and information security.

Environmental sustainability is a key pillar of our operations. Through initiatives like rooftop solar installations, fuel conversion to cleaner energy, adoption of electric forklifts, and tree plantation drives, the Company is making tangible progress towards reducing the carbon footprint and enhancing biodiversity. On the social front, the Organization is expanding support for under-represented groups, increasing womens' participation in the workforce, and delivering high-impact CSR projects in healthcare, education and rural upliftment.

Looking ahead, the Company remains committed to conducting 100% ESG due diligence of the critical suppliers by FY 30, achieving a significant share of procurement from MSMEs by FY 28 and maintaining zero fatalities across its operations every year. The Company has also engaged third-party assurance providers to validate the GHG emissions, reinforcing the credibility of our sustainability reporting.

Moving forward, focus will remain on making meaningful progress, fostering inclusive growth and creating long-term value for all the Stakeholders.

-
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Board of Directors

-
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details

Yes.

The Company has established robust governance mechanisms to oversee the sustainability-related issues. The Board of Directors steer the Company's sustainability vision and regularly reviews key ESG-related risks and opportunities as part of its strategic oversight responsibilities. The Risk Management Committee, under the guidance of the Board, actively monitors the emerging risks and integrates them into the overall enterprise risk management framework. Additionally, the CSR Committee is responsible for planning, monitoring and evaluating the Company's CSR initiatives. The Committee meets at regular intervals to review the progress of various CSR programs and ensures alignment with the Company's vision on inclusive and sustainable development.

Together, the Board and Committees ensure that sustainability considerations are embedded across the Company's operations, decision-making processes and long-term value creation strategies.

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by the Director / the Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									Half-yearly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board																	

11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. *	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No	No	No	No	No	No	No	No

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

DISCLOSURE QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
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)									

Not Applicable as the answer to Q.1 is “Yes”

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in the respective category covered by the awareness programmes
Board of Directors	4	<p>Familiarisation Programme for the Board of Directors of the Company are being organised on a regular basis about the business segments, operations of the Company, regulatory requirements and other matters which cover the principles of BRSR.</p> <p>The details of the Familiarisation Programme can be accessed through the weblink: https://www.craftsmanautomation.com/investors/wp-content/uploads/2025/04/Details-of-Familiarisation-Programme_2024-25.pdf</p>	100%
Key Managerial Personnel	2	On Business operations, risk mitigation plans and other matters which cover the principles of BRSR	100%
Employees other than BoD and KMPs	42	<p>Quality and Productivity:</p> <ul style="list-style-type: none"> • 7 QC Tools • SPC (Statistical Process Control) • Kaizen • APQP (Advanced Product Quality Planning) • PPAP (Production Part Approval Process) • FMEA (Failure Mode and Effects Analysis) • TPM (Total Productive Maintenance) • Lean Manufacturing • Six Sigma • Poka Yoke Training • Gauge and Instrument Calibration Training • Quality Plan and Tool Change Training <p>Safety and Health:</p> <ul style="list-style-type: none"> • Fire Safety Training • First Aid Training • Emergency Response Plan (ERP) Training • Hazard Identification and Risk Assessment (HIRA) Training • 5S Training • Behaviour Based Safety (BBS) Training • Occupational Health and Safety (OHS) Training • ISO 45001:2018 Awareness and Audit Training • Electrical Safety Training • Chemical Safety Training • Material Safety Data Sheet (MSDS) Training • Forklift Operation Training Road Safety Awareness Training 	100%
Workers			

Environment:

- ISO 14001:2015 EMS Awareness Training
- Hazardous Waste Handling and Storage Methods Training
- Waste Disposal through 3-Bin System Standards
- Energy Saving Training
- Environmental Management System (EMS) Training

Machine and Equipment:

- CNC Maintenance and Troubleshooting Training
- CMM Inspection Training
- ABB Robot Maintenance and Programming Training
- Spindle Bearing Replacement Training (HMC/VMC)
- Hydraulics Circuit Design, Elements Selection, Testing, and Troubleshooting Training

Soft Skills:

- Leadership Skills Training
- Time Management Training
- Employee Motivational Training
- Communication Skills Training
- Team Building and Collaboration Training

Compliance and Regulatory:

- ISO 9001:2015 Awareness Training
- IATF 16949:2016 Awareness Training
- VDA 6.3 Auditor Training
- ISO 27001:2022 Awareness Training
- Legal Training

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):

Nil. There are no fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings by the Company during the financial year material as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Monetary					
	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 Settlement Compounding Fee					-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment					-

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

Not applicable

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

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

Yes, the Company has a comprehensive Anti-Bribery Policy, which reflects its commitment to conducting business with integrity, transparency and accountability. The policy is applicable to all the stakeholders of the Company, including employees, Directors, vendors, suppliers, consultants and other business associates.

To ensure effective implementation, all the internal stakeholders are informed about the policy at the time of onboarding through structured training and induction programs. They are required to acknowledge and adhere to the same.

In the case of external stakeholders, the policy is communicated at the time of entering any formal business relationship. All third-party associations are subject to due diligence procedures and are expected to adhere to the Company's zero tolerance approach towards bribery and corruption.

The Company periodically reviews and updates the policy to align with legal requirements and best practices. Any non-compliance is dealt with strictly, in accordance with disciplinary procedures and contractual terms.

Weblink to the Policy: <https://www.craftsmanautomation.com/investors/wp-content/uploads/2025/06/Other-policies.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:

Nil. There is no such disciplinary action taken by any law enforcement agency against the Directors/KMPs/ employees/workers for bribery/ corruption.

Particulars	FY 25	FY 24
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

No complaints were received in relation to issues of Conflict of Interest of the Directors/KMP.

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.

Particulars	FY 25		FY 24	
	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 the KMPs	0	-	0	-

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

Particulars	FY 25	FY 24
Number of days of accounts payables	102	97

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 formats

Parameter	Metrics	FY 25	FY 24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	18%	18%
	b. Number of trading houses where purchases are made from	532	96
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	37%	50%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	3.92%	2.12%
	b. Number of dealers / distributors to whom sales are made	22	2
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/distributors	98%	100%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	0.22%	0.27%
	b. Sales (Sales to related parties / Total Sales)	6.31%	2.42%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100%	0.00%
	d. Investments (Investments in related parties/Total Investments made)	99.54%	98.77%

Leadership Indicators

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

No awareness programmes were conducted for value chain partners on any of the principles during the reporting period. However, the Company now recognize the importance of value chain partners sensitization and is in the process of planning targeted awareness initiatives on ESG principles from the next financial year.

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

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

Yes. The Company has formulated "Code of Conduct for Board of Directors and Senior Management" which specifies the role and function of the Board and Senior Management, and they must act within the authority conferred upon them and in the best interests of the Company.

The Code enumerates that the Directors and Senior Management shall always act in good faith to promote the business and objects of the Company for the members as a whole and in the best interests of the Company, its employees, shareholders, the community and shall not engage in any business, relationship or activity, which may be in conflict with the interests of the Company. Further, in case there is likely to be a conflict of interest, he/ she should make full disclosure of all the facts and circumstances thereof to the Board of Directors and the prior approval of the Audit Committee and that of the Board is required to be obtained.

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 products and processes to total R&D and CAPEX investments made by the entity, respectively.**

	FY 25	FY 24	Details of improvements in environmental and social impacts
R&D			-
CAPEX	-	-	-

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

Yes, the Company has established a Sustainable Procurement Policy to integrate environmental and social considerations into sourcing decisions. The policy serves as a guiding framework for engaging with our value chain partners on sustainability-related expectations.

The sustainable sourcing approach emphasizes responsible selection of vendors based on criteria such as ethical practices, compliance with environmental laws, safe working conditions, and adherence to Human Rights. The Company promotes transparency, traceability, and accountability throughout the procurement process. Further, the Company encourages suppliers to adopt eco-friendly practices and continually improve their sustainability performance in alignment with our ESG goals.

By embedding sustainability into our procurement strategy, the Company aims to foster a resilient, responsible, and ethical supply chain.

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

Nearly 40% of input materials were sourced sustainably.

- 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.**

As a semi-finishing manufacturer, the Company does not produce end-consumer products; hence, product reclamation at the end-of-life stage is not directly applicable.

However, for the few equipment and components delivered to clients, the Company provides detailed Product and Service Manuals during dispatch and commissioning. These manuals include guidance on the life cycle of the product and recommended methodologies for safe handling, reuse, recycling, and disposal, wherever applicable.

- 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.**

Extended Producer Responsibility (EPR) is currently not applicable to the Company’s operations, as the Company does not fall under categories of producer, importer, or brand owner as defined under the Plastic Waste Management Rules, 2016 (as amended). However, the Company continues to comply with all applicable regulatory requirements related to waste management under ISO 14001:2015 and maintains Operational Control Procedures (OCPs) for effective waste handling across all operational sites.

Leadership Indicators

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

Life Cycle Assessments (LCA) have been conducted on Storage Systems and Special Purpose Machines products, which constitute 27% of the total turnover. These assessments were carried out in accordance with the Company's internal guidelines to better understand and manage the environmental impacts associated with these products across their life cycles.

As part of our commitment to sustainability and continuous improvement, the Company plans to expand the scope of LCA to other key product categories. Moving forward, LCA studies will be conducted in alignment with the international standard ISO 14044:2006, ensuring a more robust and standardized approach to environmental impact assessment.

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

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

The LCAs conducted so far have not identified any significant social or environmental risks related to production or disposal. As these assessments are extended, any concerns that arise will be addressed with appropriate mitigation measures.

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

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 25	FY 24
Aluminium ingots	50%	25%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:

Particulars	FY 25			FY 24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Nil

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	987	0	0%	987	100%	0	0%	0	0%	0	0%
Female	40	0	0%	40	100%	1	2.5%	0	0%	0	0%
Total	1027	0	0%	1027	100%	1	2.5%	0	0%	0	0%
Other than Permanent employees											
Male	18	0	0%	18	100%	0	0%	0	0%	0	0%
Female	2	0	0%	2	100%	0	0%	0	0%	0	0%
Total	20	0	0%	20	100%	0	0%	0	0%	0	0%

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	1866	0	0%	1866	100%	-	-	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	-	-	0	0%
Total	1866	0	0%	1866	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	146	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	146	0	0%	0	0%	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 –

	FY 25	FY 24
Cost incurred on well- being measures as a % of total revenue of the Company	0.95%	0.91%

2. Details of retirement benefits.

Benefits	FY 25			FY 24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.56%	99.95%	Yes	98.78%	99.94%	Yes
Gratuity	99.45%	99.95%	Yes	98.78%	99.94%	Yes
ESI	3.76%	5.72%	Yes	2.43%	11.74%	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

The Company's premises are currently not fully accessible to differently abled employees and workers. While there are no differently abled individuals on the Company's rolls at present, steps are being undertaken to assess and improve accessibility in accordance with the Rights of Persons with Disabilities (RPwD) Act, 2016. The Company is in the process of planning infrastructural and procedural enhancements to create an inclusive and accessible work environment.

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 has adopted an Equal Opportunity Policy. The policy affirms commitment to provide a work environment free from discrimination, ensuring equal access to opportunities for all, including persons with disabilities. It outlines provisions for recruitment and career development wherever applicable.

The policy can be accessed here:

<https://www.craftsmanautomation.com/investors/wp-content/uploads/2025/06/Other-policies.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work	Retention rate	Return to work	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.

Particulats	Yes/No	If yes, then give details of the mechanism in brief
Permanent Workers	Yes	Yes, the Company has established grievance redressal mechanism for all the stakeholders. A dedicated grievance module is integrated within the internal ERP system, accessible to employees and workers through secure login credentials.
Other than Permanent Workers		In addition to the digital platform, the Company has set up multiple communication channels under our Stakeholder Engagement and Grievance Redressal Policy to ensure the timely and transparent resolution of concerns. These channels allow the stakeholders to directly reach out to designated personnel for registering and addressing grievances in a confidential and structured manner. This system is periodically reviewed to ensure its effectiveness and inclusivity.
Permanent Employees		
Other than Permanent Employees		The policy can be accessed here: https://www.craftsmanautomation.com/investors/wp-content/uploads/2024/04/2.-CAL-WhistleBlowerPolicy-1.pdf

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

There are no existing unions in the Company.

Category	FY 25			FY 24		
	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						
Male	987	-	0%	788	-	0%
Female	40	-	0%	32	-	0%
Total	1027	-	0%	820	-	0%
Total Permanent Workers						
Male	1866	-	0%	1,908	-	0%
Female	0	-	-	1	-	-
Total	1866	-	0%	1,909	-	0%

8. Details of training given to employees and workers:

Category	FY 25					FY 24				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (D)	On Health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No (C)	%(C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	1005	925	92.03%	860	85.57%	788	740	93.91%	680	86.29%
Female	42	42	100%	37	88.09%	32	32	100%	32	100%
Total	1047	967	92.35%	897	85.67%	820	772	94.15%	712	86.83%
Workers										
Male	2012	1940	96.42%	1680	83.50%	1,908	1,840	96.44%	1,580	82.81%
Female	0	-	-	-	-	1	1	100%	1	100%
Total	2012	1940	96.42%	1680	83.50%	1,909	1,841	96.44%	1,581	82.82%

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

Category	FY 25			FY 24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1005	663	65.97%	788	654	83%
Female	42	35	83.33%	32	22	68.75%
Total	1047	698	66.66%	820	676	82.44%
Workers						
Male	2012	1898	94.33%	1,908	1,686	88.36%
Female	-	-	-	1	0	0
Total	2012	1898	94.33%	1,909	1,686	88.32%

10. Health and safety management system:

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

Yes, the Company has implemented a comprehensive Occupational Health and Safety (OHS) Management System, which covers key elements such as an Occupational Health and Safety Policy, hazard identification, legal and regulatory compliance, employee participation, emergency preparedness, and continuous improvement.

The Company is currently in the process of obtaining ISO 45001:2018 certification for its facilities to further strengthen our commitment to a safe and healthy workplace. The OHS management system is designed to minimize health and safety risks for employees, visitors, and external contractors by promoting safe work practices and ensuring adherence to standard safety protocols. It aims to prevent incidents, injuries, and property damage across all operations.

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 adopts a structured approach to identifying and assessing work-related hazards on both routine and non-routine bases. Key processes include:

- Periodic safety audits
- Regular workplace inspections
- Detailed accident and incident investigations
- Implementation of a work permit system
- Conducting Hazard Identification and Risk Assessment (HIRA)

These initiatives foster a culture of safety and vigilance, enhancing the protection of personnel and assets while also improving overall operational efficiency. Additionally, safety training programs are conducted at regular intervals to address job-specific hazards and ensure that employees are well-equipped to perform their tasks safely and effectively.

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

Yes, the Company has established procedures that allow workers to report any work-related hazards and to take appropriate actions to remove themselves from such risks. Employees can raise concerns through direct interaction with the factory manager or safety officer, who are trained to take prompt action. This proactive approach ensures that health and safety concerns are addressed in a timely and effective manner.

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

Yes, the Company provides employees and workers with access to non-occupational medical and healthcare services through GAINS insurance coverage, which ensures their social safety and well-being beyond the workplace.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 25	FY 24
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	0.14	1.2
	Workers	3.08	
Total recordable work-related injuries	Employees	5	5
	Workers	24	27
Total number of permanent disabilities	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented the following measures to ensure a safe and healthy workplace:

Safety measures:

1. Risk Assessment and Management: Regularly identify, assess, and mitigate potential hazards in the workplace.
2. Safety Training and Awareness: Provide regular safety training, workshops, and awareness programs for employees.
3. Personal Protective Equipment (PPE): The Company ensures that proper Personal Protective Equipment (PPE) is provided and worn by workers for their respective tasks.
4. Emergency Preparedness: Develop and implement emergency response plans, including fire evacuation drills and first aid training.
5. The entity conducts regular safety audits and workplace inspections to ensure compliance with safety procedures and protocols.

Health Measures:

1. Health Surveillance: Conduct regular health check-ups and monitoring programs for employees.
2. Ergonomic Workstations: Ensure workstations are designed to promote comfortable working postures and reduce musculoskeletal disorders.
3. Cleanliness and Hygiene: Maintain a clean and hygienic work environment, including regular cleaning and disinfection of facilities.
4. Stress Management: Provide resources and support for employees to manage stress and promote mental well-being.
5. Health Promotion: Promote healthy behaviours and provide resources for employees to maintain a healthy lifestyle.

Administrative Measures:

1. Safety Policies and Procedures: Develop, implement, and regularly review safety policies and procedures.
2. Incident Reporting and Investigation: Establish a system for reporting and investigating incidents, including near misses.
3. Employee Participation and Feedback: Encourage employee participation and feedback on safety and health matters.
4. Training and Competence: Ensure employees are trained and competent to perform their tasks safely.
5. Continuous Improvement: Regularly review and improve safety and health management systems and processes.

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

Nil

	FY 25			FY 24		
	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	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

The Company has implemented the following measures to address key safety risks and enhance workplace safety:

1. To protect from metal splash, metal splash suits are provided for all personnel involved in molten metal handling activities.
2. 100% LOTO procedure is implemented to prevent injuries and fatalities by isolating and controlling hazardous energy sources.
3. We've upgraded to Residual Current Breaker with Overcurrent (RCBO) protection to safeguard against overloads and earth leakages.
4. Regular competence-based training programs are conducted for forklift operators to enhance their skills and safety.
5. To ensure the fire protection system in the UPS rooms Fire suppression systems, air conditioning systems, and temperature monitoring systems are installed in all power houses.
6. Periodic safety trainings and emergency mock drills are conducted to create awareness among employees.
7. Warning lights are installed around forklifts to prevent accidents.
8. To enhance the safety in LPG yard, Gas detecting systems and fire sprinkler systems are installed.
9. Sensor and limit switches are installed on all machines to prevent physical injuries.
10. A fire hydrant system is installed in the premises to protect against fire risks.

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).**

	(Y/N/NA)
Employees	Yes
Workers	Yes

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 conducts periodic due diligence checks to ensure that value chain partners comply with applicable statutory and regulatory requirements. This includes verifying the timely deduction and deposition of statutory dues such as PF, ESI, GST, and other labour and tax-related obligations. In case of any non-compliance, value chain partners are asked to take appropriate actions to ensure alignment with legal requirements.

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:**

	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 25	FY 24	FY 25	FY 24
Employees	0	0	0	0
Workers	0	0	0	0

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, the Company currently do not have a formal transition assistance program in place for employees at the separation stage (due to retirement or termination). However, the Company is planning on offering such programs in the future that can support continued employability and smooth career transitions.

5. Details on assessment of value chain partners:

Although formal assessments of health and safety practices and working conditions across the value chain partners were not conducted this year, there is a deep commitment to responsible value chain management. Comprehensive frameworks are being developed to guide these assessments, with implementation scheduled to begin in the near future.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

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.

Not applicable

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 has identified key stakeholder groups through a structured internal assessment, considering the level of influence, interest, and impact each group has on our operations. These stakeholders include employees, workers, BoDs, customers, service providers, community, institutional stakeholders, regulatory bodies, mass media etc., A stakeholder engagement plan has also been developed to guide systematic and meaningful engagement with these groups.

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
Suppliers and Service Providers	No	Email, Meetings, Phone calls, Websites, surveys and audits	Regularly	Business/Project related
Customers/ OEMs	No	Email, Meetings, Websites, Phone calls, social media, Personal interaction and Project based discussions	Regularly	Business/Project related
Investors	No	Quarterly publication of results, Newspaper advertisements, Email, Website, Analysts/ Investor Calls, Annual General Meetings, Stock Exchange intimations, Annual Reports	Annually/Half yearly/ Quarterly/ Event basis	Compliance, Governance practices
Creditors	No	Emails, Phone Calls, Meetings	Annually/Half yearly/ Quarterly/ Event basis	Banking facilities
Employees and Workers	No	Email, Phone calls, SMS, Meetings, Notice Board, ERP system, Engagement surveys, trainings, Personal interactions and Departmental meetings.	Regularly	Day to day activities / Conduct of business

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
BODs	No	Email, Phone calls, SMS, Meetings, Board Meetings, Committee Meetings, Annual General Meetings (AGMs) and Familiarization programs.	Need based	Business/Project related, Day to day activities / Conduct of business
Regulatory Bodies	No	Emails, Meetings, Submission forms / returns / intimations/ letters etc.	Annually/Half yearly/ Quarterly/ Event basis	In relation to Compliances with applicable laws
Auditors	No	Emails, Meetings, Phone Calls	Annually/Half yearly/ Quarterly/ Event basis	Audit purposes
Local Community	No	Newspaper advertisements/ Physical Meetings / Reviews/ Assessments/ surveys/ CSR activities	Event basis	CSR Programmes and other initiatives
Other Groups	No	Survey, Feedback, Interactions, Meetings etc.,	Need based	Others

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.**

The Company has a defined mechanism where inputs from stakeholders are compiled by the internal teams and submitted to the Board of Directors through presentations and reports. This ensures that the Board remains informed of key stakeholders' concerns, trends, initiatives and performance on ESG topics.

- 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, stakeholder consultations are used to support the identification and management of key environmental and social topics. Input received through these engagements helps us guide policy updates and shape Craftsman's ESG initiatives for continuous improvement.

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

No specific concerns from vulnerable or marginalized groups were raised during this financial year.

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 25			FY 24		
	Total (A)	No of employees /workers covered (B)	% (B / A)	Total (C)	No of employees / workers Covered (D)	% (D / C)
Employees						
Permanent	1027	1027	100%	799	799	100%
Other than permanent	20	20	100%	21	21	100%
Total Employees	1047	1027	100%	820	820	100%
Workers						
Permanent	1866	1866	100%	1,701	1,701	100%
Other than permanent	146	146	100%	208	208	100%
Total Workers	2012	2012	100%	1,909	1,909	100%

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

Category	Total (A)	FY 25				Total (D)	FY 24			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	987	-	-	987	100%	769	-	-	769	100%
Female	40	-	-	40	100%	30	-	-	30	100%
Other than Permanent Employees										
Male	18	-	-	18	100%	19	-	-	19	100%
Female	2	-	-	2	100%	2	-	-	2	100%
Permanent Workers										
Male	1866	-	-	1866	100%	1701	-	-	1701	100%
Female	0	-	-	0	-	0	-	-	0	-
Other than Permanent Workers										
Male	146	-	-	146	100%	207	-	-	207	100%
Female	0	-	-	0	-	1	-	-	1	100%

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

a. Median remuneration/wages

(₹ in Lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Director (BoD)	2	20	2	20
Key Managerial Personnel	5	131	-	NA
Employees other Than BoD and KMP	728	10	27	7
Workers	1614	6	-	NA

Note: All Salary Figures are presented in ₹ Lakh.

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

	FY 25	FY 24
Gross wages paid to females as % of total wages paid by the entity	1.02%	0.91%

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, a designated internal mechanism to address any grievances, including Human Rights related grievances, impacts or issues. All Human Rights concerns can be raised through the formal grievance redressal channels established under the Grievance Redressal Policy.

Furthermore, Human Rights Guidelines have been formulated that cover aspects such as prohibition of child labour, forced labour, non-discrimination, modern slavery, and human trafficking. In addition, separate policies have also been adopted for the Prevention of Sexual Harassment at the Workplace and for ensuring Equal Opportunity, reinforcing our commitment to inclusive and safe work environment.

5. Describe the internal mechanisms in place to redress grievances related to Human Rights issues.

The Company has established a confidential and structured grievance redressal mechanism to address Human Rights-related concerns. Employees and all other stakeholders can raise complaints through multiple accessible channels, including internal portals and direct reporting to designated officials. Each grievance is reviewed by a dedicated team, and appropriate remedial actions are taken based on the nature of the issue. Regular training and awareness programs further strengthen the system and adherence to the code of business conduct, ensuring that all individuals are informed about their Rights and the procedures to seek redressal.

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

	FY 25			FY 24		
	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	-
Human Rights 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:

	FY 25	FY 24
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.

The Company has established appropriate mechanisms to address complaints related to discrimination and harassment. For harassment cases, Internal Committee has been constituted in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) to ensure time-bound and fair redressal. All complaints are managed with strict confidentiality and handled sensitively by designated personnel, ensuring that the dignity and safety of the complainant are preserved throughout and after the investigation process.

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

Yes. Human rights clauses such as compliance with applicable labour laws, prohibition of children and forced labour and provisions for non-discrimination are part of our business agreements and contracts.

10. Assessments for the year:

In FY 25, the Company has conducted internal assessments across all our manufacturing facilities to evaluate compliance with Human Rights practices. The assessment covered areas such as prevention of child labour and forced labour, sexual harassment, non-discrimination and adherence to minimum wage requirements.

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

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

Nil

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing Human Rights grievances/complaints.

No business processes were modified or newly introduced during the reporting period specifically in response to Human Rights grievances or complaints. However, the Company regularly monitor grievances and will incorporate necessary changes in policies or procedures as and when required.

2. Details of the scope and coverage of any Human Rights due diligence (HRDD) conducted.

The Company has not yet undertaken formal Human Rights due diligence assessment. However, Human Rights is a material topic for the Company and accordingly, Human Rights Policy has been formulated. Suitable frameworks are being explored to initiate HRDD in the coming years.

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

The Company's premises are not yet fully accessible to differently abled visitors. However, efforts are underway to align with the requirements of the Rights of Persons with Disabilities (RPwD) Act, 2016. The Company is evaluating and planning necessary upgrades to ensure the facilities are inclusive and accessible for all stakeholders.

4. Details on assessment of value chain partners:

Although formal assessments of Human Rights practices across the value chain partners were not conducted this year, there is a strong commitment to upholding Human Rights throughout operations and the value chain. Structured assessment frameworks are being developed with implementation planned in the near future.

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%

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 (GJ) and energy intensity:

(₹ in Lakhs)

Parameter	FY 25	FY 24
From renewable sources		
Total electricity consumption (A)	154,502.86	119,796.40
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	154,502.86	119,796.40
From non-renewable sources		
Total electricity consumption (D)	456,402.96	425,585.57
Total fuel consumption (E)	103,676.48	10,339.38
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	560,079.44	435,924.95
Total energy consumed (A+B+C+D+E+F)	714,582.30	555,721.35
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ/INR Lakh)	1.86	1.73
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ INR Lakh PPP)	38.37	43.02
Energy intensity in terms of physical output (Total energy consumption / Production in metric tonne) (GJ/MT of production)	2.68	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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

No, the Company does not have any sites or facilities under identified as designated consumers (DCs) under the Performance, Achieve and Trade ("PAT") Scheme of the Government of India. Hence, the PAT scheme is not applicable to the Company.

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

Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	133,238.42	41,686.00
(iii) Third party water	157,773.34	144,018.33
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	291,011.76	1,85,704.33
Total volume of water consumption (in kilolitres)	234,695.011	1,85,550.33
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR Lakh)	0.61	0.58
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP) (KL/INR Lakh PPP)	12.60	9.96
Water intensity in terms of physical output (Total water consumption / MT of production data) (KL /MT of production)	0.88	-

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

No

4. Provide the following details related to water discharged:

Parameter	FY 25	FY 24
Water discharge by destination and level of treatment (in Kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	24,717
- With treatment – in ETP, STP&CRS	56,316	16,969
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – Effluent Treatment Plant	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	56,316	41,686

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

No

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

The Company currently operates Effluent Treatment Plants (ETPs) to treat and purify wastewater for reuse within the operations. Implementation of Zero Liquid Discharge (ZLD) systems is currently in the planning stage. The Company is evaluating the integration of ZLD mechanisms at select key manufacturing facilities over the coming years to improve our water efficiency and reduce our overall environmental impact.

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

Parameter	Please specify unit	FY 25	FY 24
NOx	Tonnes	131.117	60.630
SOx	Tonnes	0.0131	0.0096
Particulate matter (PM)	Tonnes	1.487	1.086
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

**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:

Parameter	Unit	FY 25	FY 24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	24,522	22,793
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	97,249	94,782
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent / Lakhs	0.32	0.37
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent / INR Lakh PPP)	6.54	7.49
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent / MT of production	0.46	-

***Note:**

1. Production data in metric tonnes (MT) for FY 24 is not available and hence, Scope 1 and Scope 2 emission intensity in terms of physical output for the previous financial year could not be recorded.
2. Scope 1 and Scope 2 emissions data for the previous financial year were not included in the earlier BRSR but have been reported in the current disclosure for completeness.

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

No

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

Yes, the Company is committed to making efforts in reducing greenhouse gas (GHG) emissions. In this financial year, the Company has replaced several diesel-powered forklifts with electric forklifts. Going ahead, the Company is planning to implement a range of energy and fuel-saving initiatives aimed at improving energy efficiency and lowering emissions. Some of the key planned initiatives include:

- Replacing fluorescent lights with energy-efficient LED lighting
- Phasing out outdated AC units with R32 refrigerant-based and 4/5-star rated models
- Replacing conventional fans with BLDC fans
- Installing IE3/IE4 motors in place of older pump motors
- Transitioning from Star Delta compressors to VFD compressors
- Installing motion sensors in offices and meeting rooms to reduce electricity usage
- Using dual-fuel kits or blended biofuels as alternatives to diesel in DG sets
- Enhancing solar energy utilization through net metering systems

9. Provide details related to waste management by the entity:

Parameter	FY 25	FY 24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	728.78	6.85
E-waste (B)	1.63	1.25
Bio-medical waste (C)	0.18	-
Construction and demolition waste (D)	70	-
Battery waste (E)	38.41	-
Radioactive waste (F)	0	-
Other Hazardous waste. Please specify, if any. (G)	233.59	-
Other Non-hazardous waste generated (H).	890.09	-
Total (A+B + C + D + E + F + G + H)	1,962.68	8.10
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT /INR Lakh)	0.005	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP) (MT/INR Lakh PPP)	0.11	-
Waste intensity in terms of physical output (MT waste generated / MT of production)	0.007	-
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	869.14	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	869.14	-

Parameter	FY 25	FY 24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	25.15	-
(ii) Landfilling	27.62	24.42
(iii) Other disposal operations	-	-
Total	52.77	24.42

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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

The Company is committed to responsible waste management across all operations, and defined operational control procedures are followed for the collection, storage, and disposal of different waste types. Going forward, efforts will be made to gradually adopt safer alternatives to reduce the use of hazardous and toxic chemicals.

Our Waste Management Practices:

- Non-hazardous waste is segregated at source and handed over to municipal recyclers for appropriate disposal.
- Used batteries are returned to suppliers under a buy-back arrangement to ensure proper recycling.
- E-waste is disposed of through CPCB/SPCB-authorized recyclers to ensure proper disposal.
- Biomedical waste generated from the Occupational Health Centre is collected and managed by the associated hospital providing medical staffs.
- Hazardous waste is handled and disposed of through CPCB/SPCB-authorized vendors in accordance with Hazardous and other Wastes (Management & Transboundary Movement) Rules, 2016 (as amended).

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:

Not Applicable. The Company does not operate or have offices in or around any ecologically sensitive areas that require environmental approvals or clearances.

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

Not Applicable. The Company has not undertaken any projects that require an Environmental Clearance or Environmental Impact Assessment (EIA) report preparation during the reporting period as required under EIA Notification, 2006 (as amended).

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. If not, provide details of all such non-compliances:

Yes. The Company is fully compliant with all applicable environmental laws and regulations in India.

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):

The Organization does not have any operations in water stress areas.

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

No

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 25	FY 24
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	Scope 1 and Scope 2 emissions are currently calculated as part of the commitment to environmental sustainability initiatives. Recognizing the growing importance of indirect emissions, Scope 3 emission calculation is planned to be initiated in the near future to further enhance sustainability efforts.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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.

Not applicable since there are no operations in ecologically sensitive areas.

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:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Replacement of diesel forklifts with electric forklifts	As part of our efforts to reduce greenhouse gas emissions and improve energy efficiency, the Company started replacing conventional diesel-powered forklifts with electric forklifts at some of our manufacturing facilities.	Usage of electric forklifts has contributed to a reduction in diesel consumption and associated GHG emissions. It also supports cleaner and quieter operations within the facility, aligning with our long-term sustainability goals.
2	Implementation of Zero Liquid Discharge systems	The Company is in the planning phase of implementing Zero Liquid Discharge systems at a few key manufacturing units. This initiative aims to treat and reuse wastewater within the facility, ensuring zero liquid effluent discharge and enhancing effective water utilization.	Since the ZLD project is currently under planning stage, outcomes are yet to be assessed. Once implemented, it is expected to significantly improve water conservation and reduce environmental impact from wastewater discharge.

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

Yes, the Company has a comprehensive Emergency Preparedness and Response Plan, which also details the business continuity and disaster management framework. The plan outlines procedures to be followed in the event of various emergencies, including fire, oil/chemical spill or leak, gas leak, ETP breakdown, and natural disasters such as earthquakes or floods. It defines the roles and responsibilities of key teams such as the emergency response team, fire-fighting team, first-aid team, etc., The plan includes preventive measures, evacuation procedures, emergency contact numbers, and coordination mechanisms to ensure employee safety and uninterrupted operations during crisis.

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?

There were no significant adverse environmental impacts reported from the value chain during the reporting period.

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

The Company has not yet undertaken any assessment on the value chain partners for evaluating their environmental impacts. However, the Company is planning to initiate such assessments in the coming years as part of the broader sustainability integration efforts.

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

a. By the listed entity

The Company has not generated or procured Green Credits in the reporting year. Plans are underway to explore opportunities in this area in the future.

b. By the top ten (in terms of value of purchases and sales) value chain partners?

The Company has not yet assessed Green Credit activities of the top value chain partners. This aspect will be considered in future evaluations and sustainability engagements.

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.

The Company is currently affiliated with 18 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indo-German Chamber of Commerce	India & Germany
2	The Institute of Indian Foundrymen	National
3	Indian Management Association	National
4	Indian Machine Tool Manufacturing Association	National
5	Confederation of Indian Industry	National
6	National Safety Council of India	National
7	Aluminium Caster Association of India	National
8	Tool and Gauge Manufacturers Association (Tagma)	National
9	GDC Tech	National
10	Indian Machine Tool Manufacturer Association -IMTMA	National
11	Material Recycling Association of India	National
12	Indian Pharma Machinery Manufacturers' Association	National
13	The Southern India Engineering Manufactures Association (SIEMA)	State
14	The Coimbatore Productivity Council	State
15	Industrial Waste management Association	State
16	Tamil Nadu Waste Management Association	State
17	Co-India	State
18	Coimbatore Corporate Connections	State

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

The Company has not received any adverse order from the regulatory authority.

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

1. Details of public policy positions advocated by the entity

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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The Company through the Industry Associations and Chambers of Commerce at National, State and Local levels works to advocate and pursue various causes that are in the larger interests of industry, economy, society and the public.

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.

The Company has not undertaken any Social Impact Assessments during the reporting period, as none of the projects triggered such requirements under the applicable laws.

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:

There were no Rehabilitation and Resettlement (R&R) activities involved, as our operations and expansion projects have not led to displacement of communities or impact on livelihoods.

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

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

The Company has formulated a comprehensive grievance redressal mechanism to address concerns raised by stakeholders, including the local community. All grievances are tracked, and the status is periodically reviewed by the Board to ensure timely and effective resolution.

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

	FY 25	FY 24
Directly sourced from MSMEs/ small producers	2%	3%
Directly from within India	88.6%	90.51%

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 25	FY 24
Rural	7.74	10.21
Semi-urban	88.04	83.01
Urban	4.22	6.78
Metropolitan	0	0

Leadership Indicators

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

No project was undertaken in the FY 25 which required a Social Impact Assessment

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

The Company has spent ₹576.09 Lakhs during the FY 2024-25 towards CSR Projects identified at the local areas of the location of the Company's plant/units.

S.No.	State	Aspirational District	Amount spent (In INR)
-			

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

Yes, a formal preferential procurement policy has been formulated. However, the process of identifying suppliers from marginalized and vulnerable groups is underway to effectively implement the policy and promote inclusive procurement practices.

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

Nil

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

Nil

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**

During the reporting period, the Company has not derived or shared any benefits from intellectual properties based on traditional knowledge.

S.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:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
1	Construction of 3 classrooms & Providing desk & bench and other electrical works at Govt. Hr.Sec. School, Arasur,Coimbatore	130 students	
2	Construction of classrooms at first floor in Govt. School in Kothavadi village, Coimbatore	40 students	
3	Construction of dining hall / yoga hall at Govt. High School, Kovilpalayam, Coimbatore	800 students approx.	
4	Plantation of trees, fencing, drip irrigation under environmental sustainability in Pothiyampalayam village, Coimbatore	People in and around Pothiyampalayam village	
5	Water canal projects, Sangothipalayam, Coimbatore	Sangothipalayam village people	
6	Water Distribution system Automation, Mooperipalayam, Coimbatore	People of Mooperipalayam Panchayat	
7	Boundary wall construction & providing desks, benches and other electrical works at Panchayat Union Middle School, Kothavadi, Coimbatore	School students	
8	Fixing up of solar streetlamp under the rural development project in Kothavadi village, Coimbatore	People in and around Kothavadi	
9	Tribal people's house repair and alteration work at Thamaraiikulam village, Kothavadi, Coimbatore	8 houses	
10	Laying of pipeline for drinking water facility, Pothiyampalayam, Coimbatore	Pothiyampalayam village people	
11	Construction of 4 classrooms at Zilla Parishad Prathamik School, Vasewadi, Pune	200 students	
12	Distribution of Notebooks to the students of Maharaja Sayajirao Gaikwad Vidyalyaya, Pimple Jagtap, Pune	100 students	
13	Revival of the tank, Supply channel & Bund strengthening of Annamalai and Rangasamuthiram lake at Kariyampalayam & Paduvampalli, Coimbatore	Village people and Agri lands in and around 10 KM	
14	Construction of overhead tank with 60000 ltr capacity at Chettiakkapalayam village in Kinathukadavu	Chettiakkapalayam village people	
15	Construction of overhead tank with 60000 ltr capacity, Kurunallipalayam, Kinathukadavu	Kurunallipalayam village people	
16	Cost for road laying project, Kothavadi, Coimbatore	Village people in and around Kothavadi	
17	Fixing up of hand wash basin facilities at various Government Schools	3800 students approx.	
18	Providing medical equipments, Government Hospital, Annur, Coimbatore	People in and around Annur	

Assessment of beneficiaries from vulnerable and marginalized communities has not been conducted for the reporting period. The Company plans to conduct this assessment for our future CSR initiatives.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
19	Distribution of notebooks and other educational materials at Government Middle School, Mambakkam, Sriperumbudur	135 students	
20	Setting up of 3 smart classrooms at Govt. Middle School, Mambakkam, Sriperumbudur	65 students (4 th to 6 th std)	
21	Construction of Community Hall at Upperbera Village, Kalikapur Panchayat, Jamshedpur	Upperbera village people	
22	Slab boundary wall with gate arrangements at Uttkramit Middle School, Murkum, Yashpur Panchayat, Jamshedpur	150 students	
23	A. Construction of two toilets for boys and two toilets for girls with complete fittings at Uttkramit Middle school, Gamharia. B. Deep Bore well and tap facilities with overhead tank, drinking water facilities at Uttkramit Middle School, Gamharia, Jamshedpur	250 students	
24	Eye camp, Gamharia, Jamshedpur	139 persons	
25	Provision of Digital Board with all accessories and inverter at Uttkramit Middle School, Padampur, Jamshedpur	150 students	
26	Providing benches, desks and uniform to Government Middle School, Jigani, Bangalore	717 students	
27	Providing drinking water facility to the old age people of Narmada Sewa Samiti, Pithampur	110 people	
28	Providing drinking water facility to Govt. School, Pithampur	700 students approx.	
29	Supply of groceries, medicines for old age women, abandoned women, mentally retarded and physically & visually challenged persons of Universal Peace Foundation, Nallagoundanpalayam, Coimbatore	410 people	
30	Deep Bore well water facility for the Sangothipalayam village people, Sangothipalayam, Coimbatore	Sangothipalayam village people	
31	Setting up of AI based vision system comprising cameras, lens, lighting & fixtures and infrastructure at Sri Ramakrishna Engineering College, Coimbatore	Artificial Intelligence & Robotics department students at Sri Ramakrishna Engineering College	
32	Providing books to the Library, Arasur, Coimbatore	People in and around Arasur	

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

Essential Indicators

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

The Company has a structured mechanism in place to receive and respond to customer complaints and feedback through multiple channels such as emails, phone calls and dedicated customer portals (for certain customers). Customers can also raise service complaints through the Customer Monitoring Tracking System. Upon receipt of a complaint, the designated customer representative analyses the issue and ensures that appropriate corrective actions are taken. The Company further maintains internal timelines for resolution and continuously monitor complaints to ensure timely redressal.

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

Packing materials contain information about Environmental and social parameters. Industrial & Engineering products such as SPM, Storage products and material handling products carry information about the Safe and responsible usage. Details on recycling and safe disposal is mentioned in the product manual and recycling symbols are also displayed in the products.

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

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

	FY 25			FY 24		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cybersecurity	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	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	-

During the fiscal year, the Company has maintained a strong track record in terms of quality, environment, health and safety, with no cases of product recalls. This further reinforces the commitment to stringent quality control measures. The safety and reliability of products are prioritized. The internal team ensures that products meet and set industry benchmarks for safe usage and handling.

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

Yes, the Company has established an Information Security Management System (ISMS) Manual that outlines comprehensive policies to address cybersecurity and data privacy risks. The manual covers various aspects such as

device usage, data classification, password protection, media security, antivirus management, data backup and recovery, network access, and appropriate usage of email and the internet. These policies collectively ensure secure handling of information and protect the organization against data breaches and cyber threats.

Weblink to the Policy: <https://www.craftsmanautomation.com/investors/wp-content/uploads/2025/06/Other-policies.pdf>

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

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

No instances of data breach were reported or observed during the reporting year.

b. Percentage of data breaches involving personally identifiable information of customers

Nil, no instances of data breach were reported or observed during the reporting year.

c. Impact, if any, of the data breaches

Nil

Leadership Indicators

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

The Company has provided detailed information on products through its website which can be accessed at: <https://www.craftsmanautomation.com/our-product-segments.html>

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

The Company provides guidance to customers on the safe and responsible usage of products and services through integrated communication channels, including user manuals, instructions embedded within ERP software, and through direct customer support. Additionally, technical teams educate customers during onboarding or installation phases, ensuring proper understanding of usage protocols and safety measures.

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

No major disruptions have occurred during the reporting period. In the event of any disruption or discontinuation of essential services, customers would be proactively informed through email communications or service calls.

4. Does the entity display product information on the product over and above what is mandated as per local laws? 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 complies with all applicable laws and regulations related to product information display. Currently, no voluntary disclosures are made beyond the regulatory requirements.

Further, to assess customer satisfaction, feedback and survey forms are collected after the installation of every product. Inputs from these surveys are reviewed, and any low scores are addressed on a priority basis to ensure continuous improvement. Additionally, the Company's plants are strategically located near key customers to enhance service efficiency and customer satisfaction.